VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

HR/App.VC1453/2022

06 Jul 2022

To

Dr. Vivek J
No 4 , Vaithiyanatha Iyer Street
Shenoy Nagar, Madurai – 625 020

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **06 Jul 2022**, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"General Surgery"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of **Rs. 1,50,000/-** (Rupees One Lakh Fifty Thousand Only) per month.

You are requested to report for duty on or before **13 Jul 2022,** failing which your appointment will stand cancelled without any notice. You will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, Madurai.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- Adhar.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

"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

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,

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:

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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PROFESSIONAL SERVICE ENGAGEMENT ORDER

To

Dr.Dhinesh Ram C,
Renu Hospital , No, 10 Renganayagi Puram,
Anna Nagar,
Karur - 639002.

14/11/2022

Dear **Dr.Dhinesh Ram C,**

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 - General Surgery"** and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Five year commencing from your date of joining. The entire Five 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.

"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

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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 **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.

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.

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.80000/- (Rupees Eighty Thousand 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.

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.

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.

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.

Consultant: Renu Hospital , No, 10 Renganayagi Puram, Anna Nagar, Karur - 639002.

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:

Signature:

Received

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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HR/App.Lt.185/2013
October 21, 2013

DR. V. RAMANUJAM
164, BYEPASS ROAD,
BEHIND AV MAHAL
MADURAI 16

Dear DR. V. RAMANUJAM

SUB: APPOINTMENT ORDER

Further to the interview you had with us on 21/10/2013, we are pleased to appoint you as **"Professor"** in the Department of **"Psychiatry"** in Velammal Medical College Hospital & Research Institute, Madurai. You will be paid a Gross Salary of Rs.1,20,000/- (Rupees One lakh Twenty Thousand only)

You are requested to report for duty on or before **October 21,2013** and you will be reporting to the **"Medical Superintendent"**, Velammal Medical College Hospital & Research Institute, failing which your appointment stands cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

Any information furnished by you is found false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs of 9
- Community Certificate.

For VMCH&RI,

CHAIRMAN

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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VC1530/01/05/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.S.Gokila Rani,
7,Rastha Street, Puliampatti,
Virudhunagar,
Aruppukottai - 626101.

01/05/2023

Dear **Dr.S.Gokila Rani,**

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 **"Psychiatry"** 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 **Psychiatry** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Psychiatry** 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 **Psychiatry.**

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.

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.

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
Madurai-Tuticorin
Anuppanadi, Madurai-625

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.

Consultant: 7,Rastha Street, Puliampatti, Virudhunagar, Aruppukottai - 626101.

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.Gokila Rani

Signature:

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
& Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
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HR/App.Lt.003/2019

31 Mar 2019

To

Dr.S.R.Dhamotharan
Madurai

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **25 Mar 2019**, we are pleased to appoint you as **"Professor"** in the Department of **"General Surgery"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of **Rs. 1,30,000/-** (Rupees One Lakh Thirty Thousand Only) per month.

You are requested to report for duty on or before **03 Apr 2019** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- Adhar.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

Prof. T. THIRUVARUKKARASU, M.D.,D.A.,
Dean
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HR/App.Lt.038/GS/2016

14 Jun 2016

To

Prof. Dr.S.Selvachidambaram

Dear Prof.Selvachidambaram,

APPOINTMENT ORDER

Further to the telephonic interview you have had with us on 14.06.2016, we are pleased to appoint you as **"Professor"** in the Department of **"General Surgery"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,30,000/- (Rupees One Lakh Thirty Thousand Only) per month.

You are requested to report for duty on or before **02.07.2016** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You will be under probation for a period of Six Months after which your job will be confirmed. You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving Licence.

Dr.S.Asokan, M.S.,
Vice Chairman

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

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HR/App.Lt.032/2017

26 Dec 2017

To

Dr. Karpagavel C
Sakthi Vinayakar Illam
Usilampatti
Madurai

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **26 Dec 2017**, we are pleased to appoint you as **"Associate Professor"** in the Department of **"General Surgery"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,50,000/- (Rupees One Lakh Fifty Thousand Only) per month.

You are requested to report for duty on or before **22 Mar 2018** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

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- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
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- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
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and Research Institute
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HR/App.Lt.230/2014
Dt. 25.07.2014

To

Dr.S.Venkatesh,
No: 82 Bharathi Nagar 1st Street,
Kovilpatti – 628501
Tuticorin District.

Dear Dr.S.VENKATESH,

APPOINTMENT ORDER

Further to the interview you had with us on **25th July 2014**, we are pleased to appoint you as **"Senior Resident"** in the Department of **"General Surgery"** in Velammal Medical College Hospital & Research Institute, Madurai. You will be paid a Gross Salary of Rs.50,000/- (Rupees Fifty Thousand Only) per month.

You are requested to report for duty on or before **1st August' 2014** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

Any information furnished by you is found false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs of 9
- Community Certificate.

Received
Dr. S. Venkatesh

VICE-CHAIRMAN
VMCH&RI

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009,
Tamil Nadu, India. Tel : +91 452 2510000. Fax : +91 452 2510010.
E-mail : info@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in

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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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HR/App.Lt.015/2018

01 Dec 2018

To

Dr. Jeya Ganesh R
LIG No 342, Sundaram Park Road
KK Nagar
Madurai 625020

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **01 Dec 2018**, we are pleased to appoint you as **"Senior Resident"** in the Department of **"General Surgery"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.60,000/- (Rupees Sixty Thousand Only) per month.

You are requested to report for duty on or before **01 December 2018** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You will be under probation for a period of Six Months after which your job will be confirmed. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
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and Research Institute
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Anuppanadi, Madurai-625 009, T.N.

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HR/App.Lt.694/2015

To

Dr.M.Arun Kumar,
5/137, 1st Floor,
Meenakshi Avenue,
(Old Dinamani Office Back Side),
Kamarajar Salai,
Madurai – 625009.

08.05.2015

Dear Dr.M.Arun Kumar,

APPOINTMENT ORDER

Further to the interview you have had with us on 08.05.2015, we are pleased to appoint you as **"Senior Resident"** in the Department of **"General Surgery"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **15.05.2015** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

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- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving Licence.

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.

Dr.S.Asokan, M.S.,
Vice Chairman

"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
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VELAMMAL
MEDICAL COLLEGE HOSPITAL &
RESEARCH INSTITUTE

HR/App.Lt.703/2015

To

Dr.P.Thangapprakasam
4/75-1, Periya Kudu
Kudi Street, Kengara Palayam
Iluppili, Namakkal – 637 202

16.05.2015

Dear Dr.Thangapprakasam,

APPOINTMENT ORDER

Further to the interview you have had with us on 15.05.2015, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"General Surgery"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **01.06.2015** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving Licence.

Dr.S.Asokan, M.S.,
Vice Chairman

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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HR/App.Lt.638/2015

To

Dr.Alwin Gunaraj D,
1 – 13, Jonespuram 2 nd Street,
Pasumalai,
Madurai – 625 004.

18.03.2015

Dear Dr.Alwin Gunaraj D,

APPOINTMENT ORDER

Further to the interview you have had with us on 18.03.2015, we are pleased to appoint you as **"Senior Resident"** in the Department of **"General Surgery"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **01.04.2015** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-7 Numbers
- Voters ID
- Driving License
- Passport (If Available)

Dr.S.Asokan M.S
Vice Chairman

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
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HR/App.Lt.015/2019

16 Dec 2019

To

Dr. Om Kumar V
69, Muthuramalingapuram
EB Main Road, Bykara
Madurai 625004

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **16 Dec 2019**, we are pleased to appoint you as **"Senior Resident"** in the Department of **"General Surgery"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of **Rs. 80,000/-** (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **23 Dec 2019,** failing which your appointment will stand cancelled without any notice. You will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- Adhar.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
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HR / App.Lt.PSAO /VC1441/2022

To

Dr.Aravind kumar.KR,
1/121 A, Thanavayal,
Amaravathipudur (PO),
Sivagangai - 630301.

22/06/2022

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.Aravind kumar.KR,

We are pleased to designate you as a **"Senior Resident"** in the department of **"General Surgery"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, **with a minimum period of not less than two years commencing** from the data joining.

1. Duties and Responsibilities of You:

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

1.2 You shall take care of **General Surgery** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **General Surgery.**

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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.

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 Leave Facilities:

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs. 80000/-** (Rupees Eighty Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

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

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5. 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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Senior Resident : 1/121 A, Thanavayal, Amaravathipudur (PO), Sivagangai - 630301.

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

With Regards,

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

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature :
Name : **Dr.Aravind kumar.KR**

"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
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HR / App.Lt.PSAO /VC1442/2022

To

Dr.Tejaswinee Sanjeev Sawant,
12, Yamunai Street, Vallalar Nagar,
Mudliar Pet, Nainaramandapam,
Pondichery - 605004.

22/06/2022

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.Tejaswinee Sanjeev Sawant,

We are pleased to designate you as a **"Senior Resident"** in the department of **"General Surgery"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, **with a minimum period of not less than two years commencing** from the data joining.

1. Duties and Responsibilities of You:

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

1.2 You shall take care of **General Surgery** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **General Surgery**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
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1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs. 80000/-** (Rupees Eighty Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

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Anuppanadi, Madurai-625 009, T.N.

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5. **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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Senior Resident : 12, Yamunai Street, Vallalar Nagar, Mudliar Pet, Nainaramandapam, Pondichery - 605004.

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

With Regards,

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

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature : Tejaswinee

Name : **Dr.Tejaswinee Sanjeev Sawant**

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
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HR / App.Lt.PSAO /VC1446/2022

To

Dr.S.Shruthi,
37/4, Vaithiyanatha Iyer Street,
Shenoy Nagar,
Madurai - 625020.

04/07/2022

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.S.Shruthi,

We are pleased to designate you as a **"Senior Resident"** in the department of **"General Surgery"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, **with a minimum period of not less than two years commencing from the data joining.**

1. **Duties and Responsibilities of You:**

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

1.2 You shall take care of **General Surgery** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **General Surgery**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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69.50mm

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

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 Leave Facilities:

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs. 80000/-** (Rupees Eighty Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

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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5. **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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Senior Resident : 37/4, Vaithiyanatha Iyer Street, Shenoy Nagar, Madurai - 625020.

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

With Regards,

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

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature :

Name : Dr.S.Shruthi

"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

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Prof. T. THIRUNAVUKKARASU, MD.,D.A.,
Dean
Velammal Medical College Hospital
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VC1489/23.11.2022

PROFESSIONAL SERVICE ENGAGEMENT ORDER

To

Dr.Clinton J,
44A, Krishnarajapuram,
4th Street,
Tuticorin - 628002.

23/11/2022

Dear **Dr.Clinton J,**

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 - General Surgery"** and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Five year commencing from your date of joining. The entire Five 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.

"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

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 **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.

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.

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.80000/- (Rupees Eighty Thousand 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.

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.

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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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.

   Consultant: 44A, Krishnarajapuram, 4th Street, Tuticorin - 628002.

   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: CLINTON. J

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.

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HR/App.VC1502/2023

05 Nov 2022

To

Dr. Pavankumar V
96, Virudachalam Street
Nataraj Nagar, Kochadai
Madurai – 625 016

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **05 Nov 2022**, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"General Surgery"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of **Rs. 1,50,000/-** (Rupees One Lakh Fifty Thousand Only) per month.

You are requested to report for duty on or before **05 Jan 2023,** failing which your appointment will stand cancelled without any notice. You will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, Madurai.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- Adhar.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

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

"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

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Anuppanadi, Madurai-625 009, T.N.

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PROFESSIONAL SERVICE ENGAGEMENT ORDER

To

Dr.D.Parthiban Durairaj,
Billakottai (Village), Thogaraoalli (PO),
Bargur (Tk),
Krishnagiri - 635203.

05/10/2022

Dear **Dr.D.Parthiban Durairaj,**

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 **"Junior Consultant - Surgical Gastroenterology (Liver Transplant)"** and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Two year commencing from your data of joining. The entire Five 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 **"Junior Consultant"** you will have a primary objective of promoting and developing **Surgical Gastroenterology (Liver Transplant)** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Surgical Gastroenterology (Liver Transplant)** 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 **Surgical Gastroenterology (Liver Transplant).**

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.

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.

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.250000/- (Rupees Two Lakh Fifty Thousand Only)** per month has been fixed and the same will be credited into the 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.

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.

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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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.

Consultant: Billakottai (Village), Thogaraoalli (PO), Bargur (Tk), Krishnagiri - 635203.

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. PARTHIBAN.D

Signature: 11/10/2022

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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5. **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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Senior Resident : 9, Sekizhar Street, Viswanathan Nagar Muthialpet, Pondicherry - 605003.

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

With Regards,

Dean

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature :

Name : S.Ilavendiran

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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HR / App.Lt.PSAO /VC1451/2022

To

Dr.C.K.Sriram,
1341, Kamban Nagar, 2nd Floor,
Rajagopalapuram (PO),
Pudukkottai - 622003.

11/07/2022

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.C.K.Sriram,

We are pleased to designate you as a **"Senior Resident"** in the department of **"Dermatology"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, **with a minimum period of not less than two years commencing** from the data joining.

1. **Duties and Responsibilities of You:**

1.1 As a **"Senior Resident - Dermatology"** you will have a primary objective of promoting and developing **Dermatology** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Dermatology** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Dermatology**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs. 80000/-** (Rupees Eighty Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

Prof. T. THURAIMURUGAN, M.S.,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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5. 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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Senior Resident : 1341, Kamban Nagar, 2nd Floor, Rajagopalapuram (PO), Pudukkottai - 622003.

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 & VMC Specialty Hospital, Madurai

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

Signature : 11/7/22

Name : **Dr.C.K.Sriram**

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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August 08, 2013

DR.S.B. RENA ROSALIND,
5/686, NAKEERAR STREET,
SADASHIVA NAGAR,
ANNA NAGER, MADURAI – 625 020

Dear Dr.S.B.Rena Rosalind,

SUB: APPOINTMENT ORDER

Further to the interview you had with us on 06/08/2013, we are pleased to appoint you as **Assistant Professor** in the Department of **Psychiatry** in Velammal Medical College Hospital & Research Institute, Madurai. You will be paid a Gross Salary of Rs.80,000/- (Rupees Eighty Thousand Only) per Month.

You are requested to report for duty on or before **August 26, 2013** and you will be reporting to the **Dean**, Velammal Medical College Hospital & Research Institute, failing which your appointment stands cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

Any information furnished by you is found false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational/Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card.
- Address proof
- PAN Card.
- Form 16.
- Passport size photographs of 9
- Community Certificate.

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.

For VMCH&RI,

CHAIRMAN

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009,
Tamil Nadu, India. Tel : +91 452 2510000. Fax : +91 452 2510010.
E-mail : info@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in

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.

Consultant: 7C, Kaveri Block, Doctors Residential Quarters, Velammal Medical College, 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.P.P.Ramasamy

Signature:

Prof. T. THIRUNAVUKKARASU, M.B.,D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 0[illegible] T.N.

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

HR/App.Lt.003/2019

20 Dec 2019

To

Dr. Madhu Sudhanan V
49, 1st East Cross Street
Anna Nagar, Madurai 625020

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **20 Dec 2019,** we are pleased to appoint you as **"Senior Resident"** in the Department of **"Dermatology"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,00,000/- (Rupees One Lakh Only) per month.

You are requested to report for duty on or before **06 Jan 2020,** failing which your appointment will stand cancelled without any notice. You will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute Madurai.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

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.

"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

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HR/App.Lt.PSAO/VC1268/2020

To

Dr.S.Ilavendiran,
9, Sekizhar Street,
Viswanathan Nagar Muthialpet,
Pondicherry - 605003.

21/09/2020

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear S.Ilavendiran,

We are pleased to designate you as a **"Senior Resident"** in the department of **"Dermatology"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, with a minimum period of not less than two years commencing from 21/09/2020.

1. **Duties and Responsibilities of You:**

1.1 As a **"Senior Resident - Dermatology"** you will have a primary objective of promoting and developing **Dermatology** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Dermatology** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Dermatology**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

Original Received
19/11/2020

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

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 0[illegible]

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Casual Leave- 15 Days

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs.960000/-** per annum (Rupees Nine Lakh Sixty Thousand Only) which is **Rs. 80000/-** (Rupees Eighty Thousand Only) per month has been fixed and the same will be credited into the You's account subject to deduction of appropriate statutory taxes on a monthly basis.

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
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& Research Institute
The healing touch

HR/App.Lt.347/2014

To

Dr.A.S.Krishnaram,
256A, Kamarajar Salai,
Opp to New Ananda Metal,
Madurai – 625009.

01.10.2014

Dear Dr.A.S.Krishnaram,

APPOINTMENT ORDER

Further to the interview you had with us on 09.07.2014, we are pleased to appoint you as **"Professor"** in the Department of **"Dermatology"** in Velammal Medical College Hospital & Research Institute, Madurai - 625009. You will be paid a Gross Professional Fees of Rs.1,00,000/- (Rupees One Lakh Only) per month.

You are requested to report for duty on or before **01.10.2014** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, Madurai - 625009 failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

Any information furnished by you is found false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-7

Prof. T. THIRUNAVUKKARASU, M.D., D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
Velammal Village
Madurai

VICE-CHAIRMAN
VMCH&RI

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai-625 009,
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VC1526/01/04/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.P.P.Ramasamy,
7C, Kaveri Block, Doctors Residential Quarters,
Velammal Medical College,
Madurai - 625009.

01/04/2023

Dear **Dr.P.P.Ramasamy,**

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 **"Professor"** in the department of **"Dermatology"** 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 **"Professor"** you will have a primary objective of promoting and developing **Dermatology** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Dermatology** 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 **Dermatology.**

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.

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

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

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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.

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.

"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
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An Initiative of Velammal Educational Trust

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:

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.

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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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.

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.

VELAMMAL
Medical College Hospital
& Research Institute
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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.

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.

VELAMMAL
Medical College Hospital
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HR/App.Lt.006/2017

02 Dec 2017

To

Dr.Sumana R
V100, Srivatsa Hill View
Kovipudur
Coimbatore 641042

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **01 Dec 2017**, we are pleased to appoint you as **"Professor"** in the Department of **"Anatomy"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1, 60,000/- (Rupees One Lakh Sixty Thousand Only) per month.

You are requested to report for duty on or before **15 Jan 2018** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card:
- Form 16.
- Passport size photographs-9 Numbers.
- Voter's ID.
- Driving Licence.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

Prof. T. THI[illegible]KARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
[illegible] Road
Madurai-625 009, T.N.

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VC1490/30.11.2022

PROFESSIONAL APPOINTMENT ORDER

To

Dr.R.Baskaran,
84,Cuddalore Road, Tool Gate
Ariyankuppam
Pondicherry - 605007.

30.11.2022

Dear **Dr.R.Baskaran,**

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 **"Assistant Professor - Respiratory Medicine"** and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Five year commencing from your date of joining. The entire Five 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 **"Assistant Professor"** you will have a primary objective of promoting and developing **Respiratory Medicine** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Respiratory 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.M.,
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 **Respiratory 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.

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.

Prof. T. THIRUVAVUKARASU, M.D.,
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.120000/- (Rupees One Lakh Twenty Thousand 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.

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.

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

VELAMMAL
Medical College Hospital
& Research Institute
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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.

Consultant: 84,Cuddalore Road, Tool Gate, Ariyankuppam, Pondicherry - 605007.

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: BASKARAN R

Signature:

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
and Research Institute

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HR / App.Lt.PSAO /VC1450/2022

To

Dr.R.Anand,
272, Rajiv Gandhi Street, New Meenakshi Nagar,
Near Prem Matriculation School,
Madurai - 625009.

11/07/2022

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.R.Anand,

We are pleased to designate you as a **"Senior Resident"** in the department of **"Respiratory Medicine"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai -625009, **with a minimum period of not less than two years commencing** from the data joining.

1. **Duties and Responsibilities of You:**

1.1 As a **"Senior Resident - Respiratory Medicine"** you will have a primary objective of promoting and developing **Respiratory Medicine** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Respiratory Medicine** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Respiratory Medicine.**

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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

"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

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs. 80000/-** (Rupees Eighty Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

"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

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

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

5. **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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Senior Resident : 272, Rajiv Gandhi Street, New Meenakshi Nagar, Near Prem Matriculation School, 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 & VMC Specialty Hospital, Madurai

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

Signature : R. Anand

Name : **Dr.R.Anand**

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.

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Ref No: 84/VC1547/16/08/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.S.Raghul Raj,
3/355, Sri Krishna Nagar First Street,
Thiruppalai,
Madurai - 625014.

16/08/2023

Dear **Dr.S.Raghul Raj,**

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 **"Respiratory 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 **Respiratory Medicine** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Respiratory 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.,
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai - Tuticorin Ring Road
Anuppanadi, Madurai - 625 009.

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 **Respiratory 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.

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.

Prof. T. THIRUMURUGAN, 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.110000/- (Rupees One Lakh Ten Thousand 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

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.

Consultant: 3/355, Sri Krishna Nagar First Street, Thiruppalai, Madurai - 625014.

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.Raghul Raj

Signature: 17/08/2023

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
Velammal Village,
Madurai.

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MEDICAL COLLEGE HOSPITAL
& RESEARCH INSTITUTE
The healing touch

VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No. /MO/ VMCH/2014. Dt.15.03.2014

APPOINTMENT ORDER

Dr. Nagarajan. N, is appointed as Junior Resident in the Department of Respiratory Medicine in Velammal Medical College Hospital & Research Institute, Madurai. He will be paid a consolidated salary of Rs 30,000/- (Rupees Thirty Thousand only) per month. (Subject to the production of professional qualification and experience certificates)

He is requested to report for duty immediately to the Dean, Velammal Medical College Hospital & Research Institute, failing which him appointment stands cancelled without any notice.

If he intends to leave the institution at any time, he is required to give prior notice of sixty days. He is eligible for leave in accordance with the leave rules of the institution. He is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by him is found to be false at a later date or any material information is willfully suppressed, he is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefor and to such action as the institution deems fit.

He is requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational/Technical Qualification.
- Registration Certificate (Tamil Nadu Medical / Nursing Council)
- Service / Experience Certificate.
- Relieving order from the previous institution.
- I.D.Card.
- Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)
- PAN Card.
- Form 16.
- Recent Passport size photo 3 copies.
- Community Certificate.

CHAIRMAN

"Velammal Village" Madurai Ring Road, (Near Chinnamanur)
Anuppanadi, Madurai – 625 009, Tel: 0452-2510000 Fax: 91452 2510010

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
and Research Institute

VELAMMAL
Medical College Hospital
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HR/App.Lt.006/2019

30 Oct 2019

To

Dr. B.Ganga

Dear Dr,

APPOINTMENT ORDER

*Further to the interview you have had with us on **03 Oct 2019**, we are pleased to appoint you as **"Junior Resident"** in the Department of **"Respiratory Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.40,000/- (Rupees Forty Thousand Only) per month.*

*You are requested to report for duty on or before **03 Oct 2019** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.*

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- *Resume.*
- *Proof for date of birth.*
- *Certificate of Educational (UG /PG) /Technical Qualification.*
- *Registration Certificates*
- *Experience Certificate.*
- *Relieving letter from the previous Employer.*
- *I.D.Card. / Address proof*
- *PAN Card. Form 16.*
- *Passport size photographs-9 Numbers.*
- *Passport (if available).*
- *Voter's ID.*
- *Driving Licence.*

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

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

"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

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Ref No: 145/VC1620/2024 **Date: 04/04/2024**

APPOINTMENT ORDER

To

Dr.N.Bragadeeshwaran,
12A, Santhanam Nagar,
Ponmeni Main Road, Byepass Road,
Madurai - 625016.

Dear **Dr.N.Bragadeeshwaran,**

With reference to the discussions, you are hereby appointed as a **"Senior Resident"** in the department of **"Paediatrics"** in Velammal Medical College Hospital & Research Institute and Velammal Specialty Hospital, Located in Velammal Village, Anuppandai, Madurai – 625009, as per the following terms and conditions.

1. **Engagement Term:**

1.1. Velammal Hospital hereby agrees to engage as **"Senior Resident"** in the department of **"Paediatrics"** and you hereby agree to serve in such capacity for a minimum period of not less than Five Years commencing from your date of joining. The entire Five 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 **Paediatrics** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Paediatrics** 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.

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009, Tamil Nadu, India.
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E-mail : info@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in
An Initiative of Velammal Educational Trust

Prof. T. THIRUNAVUKKARASU
Dean
Velammal Medical College Hospital & 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 **Paediatrics.**

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 08:00 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.

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Velammal Medical College Hospital
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.

7. **Supersession**

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.

Permanent Address	**Present Address**
12A, Santhanam Nagar	12A, Santhanam Nagar
Ponmeni Main Road, Byepass Road	Ponmeni Main Road, Byepass Road
Madurai - 625016	Madurai - 625016
Email ID	bragadeesh1995@gmail.com
Ph – I: 9489783535	**PH – II:** 9489782525

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.N.Bragadeeshwaran

Signature:

Prof. T. THIRUNAVUKKARASU
Dean
Velammal Medical College
and Research Institute
Velammal Village
Madurai

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& Research Institute
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VC1509/01.02.2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.R D Naveen,
4/168, Marudhachalapuram,
2nd Street,
Tirupur - 641602.

01.02.2023

Dear **Dr.R D Naveen,**

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 **"Paediatrics"** 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 **Paediatrics** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Paediatrics** 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.

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

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.

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.80000/- (Rupees Eighty Thousand 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. THIRUVARUKKARASU, M.D.,D.M.
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.

Consultant: 4/168, Marudhachalapuram, 2nd Street, Tirupur - 641602.

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 D Naveen

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.

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HR/App.Lt.001/2020

01 Aug 2020

To

Dr. Bawapoorani

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **01 Aug 2020**, we are pleased to appoint you as **"Junior Resident"** in the Department of **"Paediatrics"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.40,000/- (Rupees FoutyThousand Only) per month.

You are requested to report for duty on or before **01 Aug 2020** failing which your appointment will stand cancelled without any notice. You will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, Madurai.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving License.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

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.

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

HR/App.Lt.014/2021

30 Aug 2021

To

Dr.Aswin S
Madurai

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **15 Aug 2021**, we are pleased to appoint you as **"Junior Resident"** in the Department of **"Paediatrics"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.40,000/- (Rupees Forty Thousand Only) per month.

You are requested to report for duty on or before **01 Sep 2021** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

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- PAN Card.
- Passport size photographs-9 Numbers.

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

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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HR/App.Lt.003/RM/2016

05 Oct 2016

To

Dr.C.Ramesh
2/1093, Malligai Street
Ezhil Nagar, Iyer Bungalow
Madurai 625014

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **05 Oct 2016**, we are pleased to appoint you as **"Associate Professor"** in the Department of **"Respiratory Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,30,000/- (Rupees One Lakh Thirty Thousand Only) per month.

You are requested to report for duty on or before **02 Nov 2022** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

Prof. T. THIRUNAVUKKARASU, M.S., M.Ch.,
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Bypass Road
Anuppanadi, Madurai-625 009.

VELAMMAL
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To

Dr.Prem Ananth. P,
25-Railway Line Way,
Chockalingapuram Main Road,
Ramanathapuram-623501.

Dt. 06.07.2015

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you had with us on 06.07.2015, we are pleased to appoint you as **"Senior Resident"** in the Department of **"Chest & TB"** in Velammal Medical College Hospital & Research Institute, Madurai - 625009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **10.08.2015** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

Any information furnished by you is found false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs of 9
- Community Certificate.

Prof. T. THIRUNAVUKKARASU, M.S., D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
Madurai

VICE-CHAIRMAN
VMCH&RI

"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
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VC1518/13/03/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.P.M.Bharathy Raja,
7-8B-14, Azees Nagar,
Railway feeder Road, Aruppukottai,
Virudhunagar - 626101.

13/03/2023

Dear Dr.P.M.Bharathy Raja,

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 **"Paediatrics"** 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 **Paediatrics** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Paediatrics** 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. THIRUVENGADA RAO, M.D., D.A.,

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 **Paediatrics.**

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.

Prof. T. THIRUMURUGAN M.D.,D.A.,
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.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. Thiruvengadam, M.D.,
Dean
Velammal Medical College Hospital
"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.

Consultant: 7-8B-14, Azees Nagar, Railway feeder Road, Aruppukottai, Virudhunagar - 626101.

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.P.M.Bharathy Raja

Signature:

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

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HR/App.Lt.001/2015

To

Dr.T.Karthikraj,
120/145, Sourashtra Teacchers Colony,
Aunppanady Road,
Madurai – 625009.

10.07.2015

Dear Dr. Karthikraj,

APPOINTMENT ORDER

Further to the interview you have had with us on 10.07.2015, we are pleased to appoint you as "**Senior Resident**" in the Department of **"Paediatrics"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **02.08.2015** and you will be reporting to the "Dean", Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving Licence.

Dr.S.Asokan, M.S.,
Vice Chairman

Prof. T. THIRUMARUKKARASU, 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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HR/App.Lt.013/2019

06 Nov 2019

To

Dr.Mohamed Azarudeen.J.
45, Bank Road
Melur – 625 106
Madurai (Dt) TN

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **04 Nov 2019**, we are pleased to appoint you as **"Senior Resident"** in the Department of **"Pediatrics"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.90,000/- (Rupees Ninety Thousand Only) per month.

You are requested to report for duty on or before **15 Nov 2019** failing which your appointment will stand cancelled without any notice. You will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, Madurai.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

"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

Prof. T. THIRUMURUGARASU, M.D.,
Dean
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Anuppanadi, Madurai-625 009, T.N.

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HR/App.Lt.011/2020

29 Jul 2020

To

Dr. Veeramanikandakathiresh V
No-119, Vallalar Street
Rajapalayam, Virudhunagar 626117

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **18 Aug 2020**, we are pleased to appoint you as **"Senior Resident"** in the Department of **"Paediatrics"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees EightyThousand Only) per month.

You are requested to report for duty on or before **25 Aug 2020** failing which your appointment will stand cancelled without any notice. You will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, Madurai.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving License.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

Prof. T. THIRUVAYUKKARASU, M.D.,D.A.,
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HR / App.Lt.PSAO /VC1397/2021

To

Dr.B.NirmalKumar,
159/4B/4/1, Kamarajar Salai,
Teppakulam,
Madurai - 625009.

16/11/2021

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.B.NirmalKumar,

We are pleased to designate you as a **"Senior Resident"** in the department of **"Paediatrics"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, **with a minimum period of not less than two years commencing** from the data joining.

1. **Duties and Responsibilities of You:**

1.1 As a **"Senior Resident - Paediatrics"** you will have a primary objective of promoting and developing **Paediatrics** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Paediatrics** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Paediatrics.**

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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

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

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 Leave Facilities:

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs. 80000/-** (Rupees Eighty Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

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

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5. **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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Senior Resident : 159/4B/4/1, Kamarajar Salai Teppakulam Madurai - 625009.

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

With Regards,

M.V.Muthuramalingam
Chairman

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature : B.Nirmal Kumar 18/11/2021

Name : **B.NirmalKumar**

Prof. T. Thiruvengadam M.D., D.A.,
Velammal Medical College Hospital
and Research Institute
Madurai
Anuppanadi, Madurai - 625 009.

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009, Tamil Nadu, India.
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VC1505/13/01/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.P.Thenmurugan,
2/257, Manthiriodai,
Kariyapatti,
Virudhunagar - 626106.

13/01/2023

Dear **Dr.P.Thenmurugan,**

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 **"Paediatrics"** and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Five year commencing from your date of joining. The entire Five 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 **Paediatrics** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Paediatrics** 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.

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

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 **Paediatrics.**

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 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.90000/- (Rupees Ninety Thousand 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. THIRUMURUKKARASU, M.D.,D.A.,
Dean
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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.

Consultant: 2/257, Manthiriodai, Kariyapatti, 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. Thenmurugan P

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.

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Ref No: 96/VC1559/29/09/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.R.Vijaya Kumar,
12 A, Mothilal 2nd Street,
Arapalayam,
Madurai - 625016.

29/09/2023

Dear **Dr.R.Vijaya Kumar,**

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 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 **General Medicine** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **General 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.

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Dean
Velammal Medical College Hospital
& 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 **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.

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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.150000/- (Rupees One Lakh Fifty Thousand 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.

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

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: Nagireddiyur 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.

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Medical College Hospital
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Ref No: 100/VC1555/04/09/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.P.Harish Deepak,
RH - 149, D 11, Cross Street,
Ellis Nagar,
Madurai - 625016.

04/09/2023

Dear **Dr.P.Harish Deepak,**

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.

"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, 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 **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.

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
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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.150000/- (Rupees One Lakh Fifty Thousand 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: RH - 149, D 11, Cross Street, Ellis Nagar, Madurai - 625016.

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.P.Harish Deepak

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.

VELAMMAL
MEDICAL COLLEGE HOSPITAL & RESEARCH INSTITUTE

VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No. 53 /MO/ VMCH/2012. Dt. 14.5.2012.

APPOINTMENT ORDER

Dr.R.Yoganandha is appointed as Reader & HOD of Dentistry in Velammal Medical College Hospital & Research Institute, Madurai. He will be paid a consolidated salary of Rs.45,000/- (Rupees Fourty five thousand only) per month. (Subject to the production of professional qualification and experience certificates)

He is requested to report for duty on 2nd July 2012, to the Dean, Velammal Medical College Hospital & Research Institute, failing which his appointment stands cancelled without any notice.

If he intends to leave the Institution at any time, he is required to give prior notice of sixty days. He is eligible for leave in accordance with the leave rules of the institution. He is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by him is found to be false at a later date or any material information is willfully suppressed, he is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

He is requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational/Technical Qualification.
- Registration Certificate (Tamil Nadu Medical / Nursing Council)
- Service / Experience Certificate.
- Relieving order from the previous Institution.
- I.D.Card.
- Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)
- PAN Card.
- Form 16.
- Recent Passport size photo 3 copies.
- Community Certificate.

CHAIRMAN

To,

Dr.R.Yoganandha, MDS (Mobi No: 9840390787),
No.127-129, South Veli St,
Madurai – 625 001.

"VELAMMAL VILLAGE", MADURAI-TUTICORIN RING ROAD, ANUPPANADI,
MADURAI - 625 009. TEL : 0452 - 2698970, 0452 - 2698977.

Prof. Dr. [illegible] M.D.S.,
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.

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& Research Institute
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HR/App.Lt.001/2015

To

Dr.A.Shrimanikandan,
2/381, Jeyadurga Bhavan,
Pamba Nagar, Iyerbungalow,
Madurai – 625014.

02.12.2015

Dear Dr.Shrimanikandan,

APPOINTMENT ORDER

Further to the interview you have had with us on 02.12.2015, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"Dentistry"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.25,000/- (Rupees Twenty Five Thousand Only) per month.

You are requested to report for duty on or before **21.12.2015** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving Licence.

Received

Dr.S.Asokan, M.S.,
Vice Chairman

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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HR/App.Lt.005/2017

18.07.2017

To

Dr.Divagar C
2/188 Plot no 40
PKM Nagar Vandiyur
Madurai 625020

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on 18.07.2017, we are pleased to appoint you as **"Assistant Professor-Prosthodontics"** in the Department of **"Dentistry"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.25,000/- (Rupees Twenty Five Thousand Only) per month.

You are requested to report for duty on or before **27.07.2017** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving Licence.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

"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
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Hon. 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.

VELAMMAL
MEDICAL COLLEGE HOSPITAL &
RESEARCH INSTITUTE

VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No.54 /MO/ VMCH/2012. *Dt. 14.5.2012.*

APPOINTMENT ORDER

Dr.R.Mohan Prakash@Vignesh.BDS,Working as Dental Surgeon in this Institution from15.07.2011 is appointed as Tutor in Dentistry in Velammal Medical College Hospital & Research Institute, Madurai. With effect from 01.06.2012 he will be paid a consolidated salary of Rs.20000/- (Rupees Twenty thousand only) per month. (Subject to the production of professional qualification and experience certificates)

If he intends to leave the Institution at any time, he is required to give prior notice of sixty days. He is eligible for leave in accordance with the leave rules of the institution. He is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by him is found to be false at a later date or any material information is willfully suppressed, he is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

He is requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- *Resume.*
- *Proof for date of birth.*
- *Certificate of Educational/Technical Qualification.*
- *Registration Certificate (Tamil Nadu Medical / Nursing Council)*
- *Service / Experience Certificate.*
- *Relieving order from the previous Institution.*
- *I.D.Card.*
- *Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)*
- *PAN Card.*
- *Form 16.*
- *Recent Passport size photo 3 copies.*
- *Community Certificate.*

CHAIRMAN

To,

Dr.R.Mohan Prakash@Vignesh,
Door No4/139, Plot No.8,
Kovil St, Kurinchi Nagar,
Reserve Line post, Madurai.

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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HR/App.Lt.010/2018

06 Aug 2018

To,

Dr. T. Thirunavukkarasu
10, Shanmugavel Nagar
Kathakinaru
Madurai.

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on 06 Aug 2018, we are pleased to appoint you as "Professor" in the Department of "Anaesthesiology" in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,30,000/- (Rupees One Lakh Thirty Thousand Only) per month.

You are requested to report for duty on or before 06 August 2018 and you will be reporting to the "Dean", Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

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

Velammal Medical College Hospital & Research Institute
& Speciality Wing

The Healing Touch

OFFICE OF DEAN

INTER OFFICE NOTE

07.06.2022

To

Dr.P.Mageswari
Professor
Department of Anaesthesiology

Dear Doctor,

I am happy to inform you, about the management's decision to designate you as "Professor & HOD" in the Department of Emergency Medicine from 07.06.2022.

All the best.

Dean

Copy to:-

CAO

MS

HR Head

HOD-Anaesthesia

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.

VELAMMAL
Medical College Hospital
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HR/App.Lt.014/2018 **09 Nov 2018**

To,

Dr. Mageswari P
M2/4, TNHB Railar Nagar
Madurai – 625 018

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on ***09 Nov 2018****, we are pleased to appoint you as* ***"Professor"*** *in the Department of* ***"Anaesthesiology"*** *in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of* Rs.1,30,000/- (Rupees One Lakh Thirty Thousand Only) per month.

You are requested to report for duty on or before ***14 Dec 2018*** *and you will be reporting to the* ***"Dean"****, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.*

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

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- *Proof for date of birth.*
- *Education Certificate (UG /PG) /Technical Qualification.*
- *Registration Certificates.*
- *Experience Certificate.*
- *I.D.Card. / Address proof/Voter's ID/Driving Licence.*
- *PAN Card.*
- *Passport size photographs-9 Numbers.*

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

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HR/App.Lt.011/2019

01 Oct 2019

To

Dr. Varun Ramamurthy
Chennai

Dear Doctor,

APPOINTMENT ORDER

We are pleased to appoint you as **"Assistant Professor"** in the Department of **"Emergency Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,00,000/- (Rupees One Lakh Only) per month.

You are requested to report for duty on or before **15.11.2019** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

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- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

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

VELAMMAL
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HR / App.Lt.PSAO /10038/2021

To

Dr.Ram Kirubakar Thangaraj,
6, Thangaraj Road,
Vinayagar Nagar,
Madurai - 625020.

23/10/2021

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.Ram Kirubakar Thangaraj,

We are pleased to designate you as a **"Senior Resident"** in the department of **"Emergency Medicine"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai -625009, **with a minimum period of not less than two years commencing** from the data joining.

1. **Duties and Responsibilities of You:**

1.1 As a **"Senior Resident - Emergency Medicine"** you will have a primary objective of promoting and developing **Emergency Medicine** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Emergency Medicine** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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 Velamma' Hospital's patients.

1.4 All Services to be provided by you shall be performed with promptness and diligence in a workmanlike manner and at a level of proficiency to be expected of you with the backgr .d and experience that you have represented he/she has.

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Emergency Medicine.**

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 Leave Facilities:

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of Rs. 130000/- (Rupees One Lakh Thirty Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

Prof. T. THIRUMURUGARASU, M.D.,D.A.,
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5. 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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009

Senior Resident : 6, Thangaraj Road Vinayagar Nagar Madurai - 625020.

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

With Regards,

M.V.Muthuramalingam
Chairman

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature :

Name : **Ram Kirubakar Thangaraj**

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
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HR/App.Lt.0681/2015

01 Aug 2015

To

Dr. V.Poornima
Madurai

Dear Doctor,

APPOINTMENT ORDER

We are pleased to appoint you as **"Senior Resident"** in the Department of **"Emergency Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **05.08.2015** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

V. Poo—.

"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
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Prof. T. THIRUMAVUKKARASU, M.D.,D.A.,
Director
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Anuppanadi, Madurai-625 009, T.N.

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HR/App.Lt.012/2022

01 Aug 2022

To

Dr.M.Ramesh Kumar
Madurai

Dear Doctor,

APPOINTMENT ORDER

You are appointed as "Senior Resident" in the Department of "Emergency Medicine" in Velammal Medical College Hospital & Research Institute, Madurai. You will be paid a Gross Salary of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before 05.08.2022 and you will be reporting to the "Dean", Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the institution at any time, failing which you have to surrender three months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

Any information furnished by you is found false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs of 9
- Community Certificate.

DEAN
Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
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Anuppanadi, Madurai-625 009, T.N.

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009, Tamil Nadu, India.
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HR/App.Lt.010/2022

01 Jul 2022

To

Dr.Kamala Priyadharshini
Madurai

Dear Doctor,

APPOINTMENT ORDER

You are appointed as "Senior Resident" in the Department of "Emergency Medicine" in Velammal Medical College Hospital & Research Institute, Madurai. You will be paid a Gross Salary of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before 05.07.2022 and you will be reporting to the "Dean", Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the institution at any time, failing which you have to surrender three months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

Any information furnished by you is found false at a later date or any material information is wilfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs of 6
- Community Certificate.

DEAN

Prof. T. THIRUNAVUKKARASU MD,DA,
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Received

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

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Ref No: 91/VC1556/11/09/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.S.Syed Abthahir,
77/5B, Syed Abthahir Manzil,
1st Cross Anandraj Nagar, Kodikulam, K.Pudur,
Madurai - 625007.

11/09/2023

Dear **Dr.S.Syed Abthahir,**

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 **"Emergency"** 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 **Emergency** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Emergency** 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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and Research Institute
"Velammal Village"
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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 **Emergency.**

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.

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
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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.120000/- (Rupees One Lakh Twenty Thousand 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. THIRUMALAIKARASU, M.D.,D.A.
Dean
Velammal Medical College Hospital
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"Velammal Village"
Madurai-Tuticorin Ring Road
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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: 77/5B, Syed Abthahir Manzil, 1st Cross Anandraj Nagar, Kodikulam, K.Pudur, Madurai - 625007.

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.Syed Abthahir

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.

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Ref No: 90/VC1553/01.09.2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.J.Hari Babu,
179-1/5, Muniyandi Kovil Street,
Ponmeni,
Madurai - 625016.

01.09.2023

Dear **Dr.J.Hari Babu,**

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 **"Emergency 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 **Emergency Medicine** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Emergency 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.

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009, Tamil Nadu, India.
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Prof. T. THIRUNAVUKKARASU, M.A., M.Phil.,
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 **Intensive Care Unit.**

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.

Prof. T. THIRUNAVUKKARASU, M.D., D.A.,
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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. THANGARAJU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
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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: 179-1/5, Muniyandi Kovil Street, Ponmeni, Madurai - 625016.

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.J.Hari Babu

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.

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Ref No: 129/VC1599/2024

Date: 13/02/2024

APPOINTMENT ORDER

To

Dr.S.N.Sivasubramanian,
10, Anjal Nagar 3rd Street,
Koodalnagar,
Madurai - 625018.

Dear Dr.S.N.Sivasubramanian,

With reference to the discussions, you are hereby appointed as a **"Senior Resident"** in the department of **"Emergency Medicine"** in Velammal Medical College Hospital & Research Institute and Velammal Specialty Hospital, Located in Velammal Village, Anuppandai, Madurai – 625009, as per the following terms and conditions.

1. **Engagement Term:**

1.1. Velammal Hospital hereby agrees to engage as **"Senior Resident"** in the department of **"Emergency Medicine"** and you hereby agree to serve in such capacity for a minimum period of not less than Five Years commencing from your date of joining. The entire Five 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 **Emergency Medicine** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Emergency 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.

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E-mail : info@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in

Prof. T. THIRUMARAIKKOLUNDU, M.S., D.A.,
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 **Emergency 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.

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.

Prof. T. [illegible], M.S., M.D.,

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. In the event that the employee leaves the Hospital for whatever reason, he/she shall be liable to pay the Hospital a sum equivalent to the amount given for the training till the date of exit from service.

4.2. After the completion of five years lock in period, notwithstanding anything contained hereinabove, either of us may terminate this engagement / service at any time upon giving Five 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.

4.3. **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**

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 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.

"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

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

7. **Supersession**

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.

Permanent Address	Present Address
10, Anjal Nagar 3rd Street	10, Anjal Nagar 3rd Street
Koodalnagar	Koodalnagar
Madurai - 625018	Madurai - 625018
Email ID	sivanellai.16@gmail.com
Ph – I: 9677545926	**PH – II:** 9942823098

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.N.Sivasubramanian

Signature:

"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
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Velammal Medical College Hospital
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Anuppanadi, Madurai-625 009, T.N.

VELAMMAL
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The healing touch

HR/App.Lt.004/2022

01 Jun 2022

To

Dr.Salim Malik S
No-116, Pallivasal Street
Maaravamangalam, Kalaiyar Kovil
Sivagangai 630554

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **01 Jun 2022**, we are pleased to appoint you as **"Junior Resident"** in the Department of **"Emergency Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of **Rs. 30,000/-** (Rupees Thirty Thousand Only) per month.

You are requested to report for duty on or before **08 Jun 2022** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence / Adhar Card
- PAN Card.
- Passport size photographs-9 Numbers.

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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H-2023-1187

Prof.T.Thirunavukkarasu, M.D., D.A.,

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

VELAMMAL
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HR/App.Lt.001/2022

01 Jun 2022

To

Dr. Parvez Ahmed Zaheer Ahmed
No-23/5, 5th Cross
Maruthi Nagar,
Chinna Thirupathy Bus Stop, Hasthampatti
Salem 636009

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **01 Jun 2022**, we are pleased to appoint you as **"Junior Resident"** in the Department of **"Emergency Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of **Rs. 30,000/-** (Rupees Thirty Thousand Only) per month.

You are requested to report for duty on or before **08 Jun 2022** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

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

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H-2023-1187

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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HR/App.Lt.006/2022

01 Jun 2022

To

Dr.S.Barvin Bobby
No-15A/3, Arunachala Poigai
South Street,
Devakottail
Sivagangai 630302

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **01 Jun 2022**, we are pleased to appoint you as **"Junior Resident"** in the Department of **"Emergency Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of **Rs. 30,000/-** (Rupees Thirty Thousand Only) per month.

You are requested to report for duty on or before **08 Jun 2022** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

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

VELAMMAL
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HR/App.Lt.003/2022 01 Jun 2022

To

Dr.Ajithkumar V
No-321, Kallanai
Kalangathan Kottai (PO), Ilayangudi(TK)
Sivagangai 630710

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **01 Jun 2022**, we are pleased to appoint you as **"Junior Resident"** in the Department of **"Emergency Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of **Rs. 30,000/-** (Rupees Thirty Thousand Only) per month.

You are requested to report for duty on or before **08 Jun 2022** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

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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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Prof. T. THIRUNAVUKKARASU, M.D., D.A.,
Dean
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Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.

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HR/App.Lt.002/2022

01 Jun 2022

To

Dr.Shailesh S
No-14/15, Sree Daksha Garden
Golden Nagar,BU Post
Vadavalli
Coimbatore 641046

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **01 Jun 2022**, we are pleased to appoint you as **"Junior Resident"** in the Department of **"Emergency Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of **Rs. 30,000/-** (Rupees Thirty Thousand Only) per month.

You are requested to report for duty on or before **08 Jun 2022** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

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

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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.

VELAMMAL
Medical College Hospital
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HR/App.Lt.007/2022

01 Jun 2022

To

Dr.D.Dileeban
No-1/19, Bharathi Nagar
Collectorate Post
Ramanathapuram 623503

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **01 Jun 2022**, we are pleased to appoint you as **"Junior Resident"** in the Department of **"Emergency Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of **Rs. 30,000/-** (Rupees Thirty Thousand Only) per month.

You are requested to report for duty on or before **08 Jun 2022** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

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

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H-2022-1187

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.

VELAMMAL
Medical College Hospital
& Research Institute
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HR/App.Lt.008/2022

01 Aug 2022

To

Dr.S.Sulthan Khalifa
No-3/128, Melur Main Road
Othakadai
Madurai 625107

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **01 Aug 2022**, we are pleased to appoint you as **"Junior Resident"** in the Department of **"Emergency Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of **Rs. 30,000/-** (Rupees Thirty Thousand Only) per month.

You are requested to report for duty on or before **25 Aug 2022** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

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

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H-0023-1107

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
"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.100000/- (Rupees One Lakh Only)** per month has been fixed and the same will be credited into the 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.

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.

Prof. T. THIRUNAVUKKARASU, M.D.,
Dean
Velammal Medical College Hospital
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.

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.

Consultant: 137/8, Meenakshi Avenue, 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:

Signature:

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

VELAMMAL
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The healing touch

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
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 **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.

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.

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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"Velammal Village"
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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: 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
Anuppanadi, Madurai-625 009, T.N.

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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.

"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

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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 **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.

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.

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.

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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.

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To

Dr.B.Kiruthikaa,
7, Tirukural Street,
Jubilee Town Road,
Gomathipuram, Madurai.

Dt. 02.05.2015

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you had with us on 02.05.2015, we are pleased to appoint you as **"Senior Resident"** in the Department of **"Anaesthesiology"** in Velammal Medical College Hospital & Research Institute, Madurai - 625009. You will be paid a Gross Professional Fees of Rs.60,000/- (Rupees Sixty Thousand Only) per month.

You are requested to report for duty on or before **01.06.2015** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

Any information furnished by you is found false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs of 9
- Community Certificate.

VICE-CHAIRMAN
VMCH&RI

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

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009,
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HR/App.Lt.001/2019

02 Feb 2019

To

Dr. Manikandan S.P
34/1 Swaminathan Asari Street
Sekkalai, Karaikudi
Sivagangai

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **02 Feb 2019**, we are pleased to appoint you as **"Senior Resident"** in the Department of **"Anaesthesiology"** Speciality wing of Velammal Medical College Hospital and Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of **Rs.1,30,000/-** (Rupees One Lakh Thirty thousand Only) per month.

You are requested to report for duty on or before **09 Mar 2019** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- Adhar.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

4.3.19

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

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.

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009, Tamil Nadu, India.
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VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No. 51 /PO/ VMCH/2012. Dt.14.05.2012.

APPOINTMENT ORDER

Dr.M.Mariappan is appointed as Assistant Professor in the Department of Radio Diagnosis in Velammal Medical College Hospital & Research Institute, Madurai. He will be paid a consolidated salary of Rs.1,25,,000/- (Rupees One Lakh Twenty Five thousand only) per month.

He is requested to report for duty immediately to the Dean, Velammal Medical College Hospital & Research Institute, failing which him appointment stands cancelled without any notice.

If he intends to leave the Institution at any time, he is required to give prior notice of sixty days. He is eligible for leave in accordance with the leave rules of the institution. He is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by him is found to be false at a later date or any material information is willfully suppressed, he is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefor and to such action as the Institution deems fit.

He is requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational/Technical Qualification.
- Registration Certificate (Tamil Nadu Medical / Nursing Council)
- Service / Experience Certificate.
- Relieving order from the previous Institution.
- I.D.Card.
- Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)
- PAN Card.
- Form 16.
- Recent Passport size photo 3 copies.
- Community Certificate.

CHAIRMAN

"Velammal Village" Madurai Ring Road, (Near Chinthamani Toll Gate)
Anuppanadi, Madurai – 625 009, Tel: 0452-2510000 Fax: 91452 2510010

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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HR/App.Lt.VC1277/2020

To

Dr.G.Rajalakshmi Preethi,
Plont No 20, 21, 3rd Street, Kasim Residency,
Opp. to High Court Complex, Othakadai,
Madurai - 625107.

14/10/2020

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.G.Rajalakshmi Preethi ,

We are pleased to designate you as a **"Associate Professor"** in the department of **"Radiology"** at Velammal Hospital Medical College Hospital & Research Institute, 'Velammal Village, Anuppanadi, Madurai – 625009, with a minimum period of not less than two years commencing from 14/10/2020.

1. **Duties and Responsibilities of You:**

1.1 As a **"Associate Professor - Radiology"** you will have a primary objective of promoting and developing **Radiology** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Radiology** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Radiology**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Casual Leave- 15 Days

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs.3300000/-** per annum (Rupees Thirty Three Lakh Only) which is **Rs. 275000/-** (Rupees Two Lakh Seventy Five Thousand Only) per month has been fixed and the same will be credited into the You's account subject to deduction of appropriate statutory taxes on a monthly basis.

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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5. 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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Associate Professor : Plont No 20, 21, 3rd Street, Kasim Residency, Opp. to High Court Complex, Othakadai, Madurai - 625107.

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

With Regards,

Dean

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature :

Name : **Dr.G.Rajalakshmi Preethi**

Prof. T. THIRUVUKKARASU, 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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HR/App.Lt.005/2017

23 May 2017

To

Dr.(Major) L.Rupakumar
9 Siva Sakthi Street
Pudur Vandipathai Road
Aathikulam, Madurai 625007

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on 23 May 2017, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"Radiology"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.2,50,000/- (Rupees Two Lakh Fifty Thousand Only) per month.

You are requested to report for duty on or before **05 Jun 2017** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving Licence.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
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HR/App.Lt.144/2013
November 01, 2013

DR.R.KUMARAN
PLOT NO 30
4/859 AZED STREET,
TAHSILDHAR NAGAR
MADURAI 20

Dear DR.R.KUMARAN

SUB: APPOINTMENT ORDER

Further to the interview you had with us on 05/10/2013, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"Radiology"** in Velammal Medical College Hospital & Research Institute, Madurai. You will be paid a Gross Salary of Rs.1, 40,000/- (Rupees One Lac Forty Thousand Only)

You are requested to report for duty on or before **November 05, 2013** and you will be reporting to the **"Medical Superintendent"**, Velammal Medical College Hospital & Research Institute, failing which your appointment stands cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

Any information furnished by you is found false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs of 9
- Community Certificate.

For VMCH&RI,

CHAIRMAN

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009,
Tamil Nadu, India. Tel : +91 452 2510000. Fax : +91 452 2510010.
E-mail : info@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in

An initiative of Velammal Educational Trust

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

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& Research Institute
The heal ... ch

HR/App.Lt.01410/2022

12 Jan 2022

To

Dr.M.Amuthabharathi
Madurai

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **01 Jan 2022**, we are pleased to appoint you as **"Senior Resident"** in the Department of **"Radio-Diagnosis"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.4,00,000/- (Rupees Four Lakhs Only) per month.

You are requested to report for duty on or before **15 Jan 2022** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

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

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.

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009, Tamil Nadu, India.
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HR / App.Lt.PSAO /10045/2022

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To

Dr.K.Anwar,
29, Ground Floor,
Maruthupandiyar Street, K.K Nagar,
Madurai - 625020.

01/03/2022

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.K.Anwar,

We are pleased to designate you as a **"Senior Resident"** in the department of **"Radiology"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, **with a minimum period of not less than two years commencing** from the data joining.

1. Duties and Responsibilities of You:

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

1.2 You shall take care of **Radiology** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Radiology**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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

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.

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs. 200000/-** (Rupees Two Lakh Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

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

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5. 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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Senior Resident : 29, Ground Floor Maruthupandiyar Street, K.K Nagar Madurai - 625020.

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

With Regards,

M.V.Muthuramalingam
Chairman

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature : 01/03/2022

Name : **Dr.K.Anwar**

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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VC1501/04/01/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.R.Pavithra,
No:96, Virudhachalam Street,
Nataraj Nagar, Kochadai,
Madurai - 625016.

04/01/2023

Dear **Dr.R.Pavithra,**

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 Five year commencing from your date of joining. The entire Five 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.

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

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.

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.200000/- (Rupees Two 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.

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.

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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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.

   Consultant: No:96, Virudhachalam Street, Nataraj Nagar, Kochadai, Madurai - 625016.

   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: Parithra. R.

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.

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VC1519/16/03/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.C.Ilayaraja,
95/44, Melathoppu Street,,
Keeraithurai,
Madurai - 625001.

16/03/2023

Dear Dr.C.Ilayaraja,

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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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 **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.

Prof. T. THIRUMAVUKKARASU, M.D.,D.A.,
and Research Institute
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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.300000/- (Rupees Three 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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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.

Consultant: 95/44, Melathoppu Street,, Keeraithurai, Madurai - 625001.

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.C.Ilayaraja

Signature:

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

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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.

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

VELAMMAL
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HR/App.Lt.005/2017

12 June 2017

To,

Dr. S.C. Ganesh Prabhu
80, Theni Road,
PP Chavadi,
Madurai.

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on 12 **June 2017**, we are pleased to appoint you as **"Professor"** in the Department of **"Anaesthesiology"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,30,000/- (Rupees One Lakh Thirty Thousand Only) per month.

You are requested to report for duty on or before **02 July 2017** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You will be under probation for a period of Six Months after which your job will be confirmed. You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S., M.Ch.,
Dean

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.

"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

VELAMMAL
MEDICAL COLLEGE HOSPITAL & RESEARCH INSTITUTE

VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No. 50 /MO/ VMCH/2012. Dt. 14.05 .2012.

APPOINTMENT ORDER

Dr. T.Nirmala Devi is appointed as Professor in the Department of Anaesthesiology in Velammal Medical College Hospital & Research Institute, Madurai. She will be paid a consolidated salary of Rs 1, 00,000/- (Rupees one lakh only) per month, subject to the following conditions:

She is requested to report for duty on 11th June 2012 to the Dean, Velammal Medical College Hospital & Research Institute.

If she intends to leave the Institution at any time, she is required to give prior notice of sixty days. She is eligible for leave in accordance with the leave rules of the Institution. She is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by her is found to be false at a later date or any material information is willfully suppressed, she is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

She is requested to produce the originals along with photo copies of the following documents for verification.

- Resume.
- Proof for date of birth.
- Certificate of Educational/Technical Qualification.
- Registration Certificate (Tamil Nadu Medical / Nursing Council)
- Service / Experience Certificate.
- Relieving order from the previous Institution.
- I.D.Card.
- Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)
- PAN Card.
- Form 16.
- Recent Passport size photo 3 copies.
- Community Certificate.

CHAIRMAN

To
Dr.T.Nirmala Devi, MD.,DA.,(Mob-9842152813)
B-34, Shanthi Nikethan Apartment, Anna Nagar,
Madurai-625020

60

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.

"VELAMMAL VILLAGE", MADURAI-TUTICORIN RING ROAD, ANUPPANADI,
MADURAI - 625 009. TEL : 0452 - 2698970, 0452 - 2698977.

VELAMMAL
MEDICAL COLLEGE HOSPITAL & RESEARCH INSTITUTE

HR/App.Lt.537/2015

16.02.2015

To

Dr.P.Ramadevi,
w/o. Dr.T.Karthik Raj
120/145, Sourashtra Teacher's Colony
Anuppanadi Road, Madurai – 625 009
Madurai (Dt)

Dear Dr.P.Ramadevi,

APPOINTMENT ORDER

Further to the interview you have had with us on 16.02.2015, we are pleased to appoint you as **"Senior Resident"** in the Department of **"Anaesthesiology"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **10.03.2015** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-7 Numbers.

Received
P. Ramadevi
16/2/15

Dr.S.Asokan M.S
Vice Chairman

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi,
Madurai - 625 009, Tamil Nadu, India. Tel : +91 452 2510000 Fax : +91 452 2510010.
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Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
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& Research Institute
The healing touch

HR/App.Lt.008/2019

09 Dec 2019

To,

Dr. Chitra Devi R
Madurai

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **28 Nov 2019**, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"Anaesthesiology"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,00,000/- (Rupees One Lakh Only) per month.

You are requested to report for duty on or before **15 Jan 2020** , failing which your appointment will stand cancelled without any notice. You will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, Madurai.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving License.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean
9/12/19

Prof. T. THIRUVENGADAVAN, M.D.,D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road,
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HR/App.Lt.012/Anaes/2016

27 Jul 2016

To,

Dr.R.Lavanya
Flat No 604, RAMS Apartment
TVS Nagar, Madurai

Dear Dr.Lavanya,

APPOINTMENT ORDER

Further to the interview you have had with us on **27 Jul 2016**, we are pleased to appoint you as **"Senior Resident"** in the Department of **"Anaesthesiology"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **05 Aug 2016** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You will be under probation for a period of Six Months after which your job will be confirmed. You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
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- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving Licence.

Dr.S.Asokan, M.S.,
Vice Chairman

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
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HR/App.Lt.010/2017

25 Oct 2017

To,

Dr.Arunshankar R
3/5 Sathsangam Road
Sudharsan Illam
SS Colony, Madurai.

Dear Doctor,

APPOINTMENT ORDER

*Further to the interview you have had with us on **25 Oct 2017**, we are pleased to appoint you as **"Senior Resident"** in the Department of **"Anaesthesiology"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,00,000/- (Rupees One Lakh Only) per month.*

*You are requested to report for duty on or before **15 Dec 2017** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.*

You will be under probation for a period of Six Months after which your job will be confirmed. You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- *Proof for date of birth.*
- *Education Certificate (UG /PG) /Technical Qualification.*
- *Registration Certificates.*
- *Experience Certificate.*
- *I.D.Card. / Address proof/Voter's ID/Driving Licence.*
- *PAN Card.*
- *Passport size photographs-9 Numbers.*

Prof.R.M.Raja Muthiah, M.S., M.Ch.,
Dean

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
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MEDICAL COLLEGE HOSPITAL & RESEARCH INSTITUTE

HR/App.Lt.705/2015

To

Dr.Ramanarayanana,
3/720, Aavin Nagar,
Surveyor Colony,
Madurai - 7.

18.05.2015

Dear Dr.Ramanarayanana,

APPOINTMENT ORDER

Further to the interview you have had with us on 18.05.2015, we are pleased to appoint you as **"Senior Resident"** in the Department of **"Anaesthesialogy"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **01.06.2015** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving Licence.

Dr.S.Asokan, M.S.,
Vice Chairman

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
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and Research Institute
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HR/App.Lt.010/Anaes/2016

25 May 2016

To,

Dr.S.Renganathan
8/566, ARA Nivas, K K Nagar
Madurai – 625 020

Dear Dr. Renganathan,

APPOINTMENT ORDER

Further to the interview you have had with us on 25 May 2016, we are pleased to appoint you as **"Senior Resident"** in the Department of **"Anaesthesiology"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Eighty Thousand Only) per month.

You are requested to report for duty on or before **20 Jun 2016** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You will be under probation for a period of Six Months after which your job will be confirmed. You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving Licence.

Dr.S.Asokan, M.S.,
Vice Chairman

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
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VC1510/06.02.2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.Sherine Bright B,
15-22, Michael Bhavan,
Attukonam, Manalikkarni,
Kanyakumari - 629164.

06.02.2023

Dear **Dr.Sherine Bright B,**

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 **"Assistant Professor"** 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 **"Assistant Professor"** 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.

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009, Tamil Nadu, India.
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An Initiative of Velammal Educational Trust

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
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 **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.

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.150000/- (Rupees One Lakh Fifty Thousand 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
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.

Consultant: 15-22, Michael Bhavan, Attukonam, Manalikkarni, Kanyakumari - 629164.

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.Sherine Bright B

Signature:

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

VELAMMAL
MEDICAL COLLEGE HOSPITAL &
RESEARCH INSTITUTE

HR/App.Lt.715/2015

To

Dr.R.John Santha Vinothan,
65.B, Kamaraj Nagar,
Rajapalayam – 626117.

26.05.2015

Dear Dr. John Santha Vinothan,

APPOINTMENT ORDER

Further to the interview you have had with us on 26.05.2015, we are pleased to appoint you as **"Senior Resident"** in the Department of **"Anaesthesialogy"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **01.06.2015** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving Licence.

Dr.S.Asokan, M.S.,
Vice Chairman

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
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VC1491/01.12.2022

PROFESSIONAL APPOINTMENT ORDER

To

Dr.J.S.Arfan Ahmed,
Barkath, Near Alamcode L.P.S
Attingal, Thiruvananthapuram
Kerala - 695102.

01.12.2022

Dear **Dr.J.S.Arfan Ahmed,**

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 - Neuro Operation Theatre and Intensive Care Unit"** and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Five year commencing from your date of joining. The entire Five 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 **Neuro Operation Theatre and Intensive Care Unit** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Neuro Operation Theatre and Intensive Care Unit** 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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E-mail : info@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in

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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 **Neuro Operation Theatre and Intensive Care Unit.**

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.

III. Based on your performance your professional fee will be revised after 3 months.

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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& Research Institute
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5. 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.

Consultant: Barkath, Near Alamcode L.P.S, Attingal, Thiruvananthapuram, Kerala - 695102.

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. ARFAN AHMED.JS

Signature:

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
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HR/App.Lt.032/2017

20 Dec 2017

To

Dr. Sasikumar G
20 Saraswathi Bavan
Jai Balaji Nagar 3rd Street
Nesapakkam Chennai 600078

Dear Doctor,

APPOINTMENT ORDER

*Further to the interview you have had with us on **20 Dec 2017**, we are pleased to appoint you as **"Senior Resident"** in the Department of **"Anaesthesiology"** in VMCH, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.2,00,000/- (Rupees Two Lakhs Only) per month.*

*You are requested to report for duty on or before **07 Feb 2018** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.*

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- *Proof for date of birth.*
- *Education Certificate (UG /PG) /Technical Qualification.*
- *Registration Certificates.*
- *Experience Certificate.*
- *Adhar.Card. / Address proof/Voter's ID/Driving Licence.*
- *PAN Card.*
- *Passport size photographs-9 Numbers.*

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

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Ref No: 89/VC1554/01.09.2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.Navin Thariq,
239, Sixth North Cross Street,
Anna Nagar,
Madurai - 625020.

01.09.2023

Dear **Dr.Navin Thariq,**

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 **"Assistant Professor"** in the department of **"Anaesthesiology"** 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 **"Assistant Professor"** you will have a primary objective of promoting and developing **Anaesthesiology** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Anaesthesiology** 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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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 **Anaesthesiology.**

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.275000/- (Rupees Two Lakh Seventy Five Thousand 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.L.,
Dean
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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: 239, Sixth North Cross Street, Anna Nagar, Madurai - 625020.

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.Navin Thariq

Signature:

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

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Ref No: 80/VC1544/07.08.2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.S.Niranjan Kumar,
1/2756, 10th Street(West), Nehru Nagar,,
Bharathi Nagar,
Ramanathapuram - 623503.

07.08.2023

Dear **Dr.S.Niranjan Kumar,**

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 **"Anaesthesiology"** 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 **Anaesthesiology** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Anaesthesiology** 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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Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village",
Madurai - Tuticorin Ring Road and
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 **Anaesthesiology.**

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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5.8.20

Prof. T. THIRUMURUGARASU, M.S.
Dean
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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 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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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: 1/2756, 10th Street(West), Nehru Nagar, Bharathi Nagar, Ramanathapuram - 623503.

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.Niranjan Kumar

Signature: Dr. Niranjan Kumar

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PROFESSIONAL SERVICE ENGAGEMENT ORDER

To

Dr.S.Balaji,
137/8, Meenakshi Avenue,
Kamarajar Salai,
Madurai - 625009.

01/08/2022

Dear **Dr.S.Balaji,**

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 - Anesthesiology"** and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Five year commencing from your data of joining. The entire Five 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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Prof. T. THANDAYUTHAPANI, M.S., D.L.O.
Director
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 **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.

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.

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

VC1531/02/05/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.S.Suguna,
C-68, Shanthi Niketan Appartment,
Anna Nagar,
Madurai - 625020.

02/05/2023

Dear **Dr.S.Suguna,**

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 **"Obstetrics & Gynaecology"** 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 **Obstetrics & Gynaecology** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Obstetrics & Gynaecology** 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.

"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

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 **Obstetrics & Gynaecology.**

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.

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.

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.

Consultant: C-68, Shanthi Niketan Appartment, Anna Nagar, Madurai - 625020.

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.Suguna

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.

VELAMMAL
Medical College Hospital
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Ref No: 98/VC1561/21/09/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.A.Ramya,
No 11, Porkalanagar 1st street,
Thirumangalam (Tk),
Madurai - 625706.

21/09/2023

Dear Dr.A.Ramya,

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 **"Obstetrics & Gynaecology"** 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 **Obstetrics & Gynaecology** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Obstetrics & Gynaecology** 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, MD,DA,
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 **Obstetrics & Gynaecology.**

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.

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.

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.

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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: No 11, Porkalanagar 1st street, Thirumangalam (Tk), Madurai - 625706.

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.A.Ramya

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.

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Ref No: 119/VC1584/01/12/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.Anjali David George,
10G/1, Singarayar Colony , North Street Extention,
Narimedu,
Madurai - 625002.

01/12/2023

Dear **Dr.Anjali David George,**

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 **"Obstetrics & Gynaecology"** 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 **Obstetrics & Gynaecology** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Obstetrics & Gynaecology** 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.S., M.Ch.
Dean
Velammal Medical College Hospital and Research Institute
"Velammal Village"
Madurai - Tuticorin Ring Road
Anuppanadi, Madurai - 625 009

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 **Obstetrics & Gynaecology.**

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.

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.

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.120000/- (Rupees One Lakh Twenty Thousand 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.

Dr. T. THIRUMURUGANANDHAM, M.D., D.A.
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai - Tuticorin Ring Road
Anuppanadi

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: 10G/1, Singarayar Colony , North Street Extention Narimedu, 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.Anjali David George

Signature:

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.

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. In the event that the employee leaves the Hospital for whatever reason, he/she shall be liable to pay the Hospital a sum equivalent to the amount given for the training till the date of exit from service.

4.2. After the completion of five years lock in period, not withstanding anything contained herein above, 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.

4.3. **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**

Components of professional fees:

a) **Fixed Retainer:**

I. An all inclusive Professional retainer fees of **Rs.300000/- (Rupees Three 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**

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.

Permanent Address	**Present Address**
19/7, Vijayalakshmi Theatre Road	19/7, Vijayalakshmi Theatre Road
Viswanathapuram	Viswanathapuram
Madurai - 625014	Madurai - 625014
Email ID	carin171984@gmail.com
Ph – I: 9894156217	**PH – II:** 9003558022

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.J.Caroline

Signature:

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

HR / App.Lt.PSAO /10041/2021

To

Dr.H.Remy Joe Stephy,
1/64, South Street,
Punnaikayal,
Tuticorin - 628151.

02/11/2021

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.H.Remy Joe Stephy,

We are pleased to designate you as a **"Senior Resident"** in the department of **"Ophthalmology"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, **with a minimum period of not less than two years commencing** from the data joining.

1. **Duties and Responsibilities of You:**

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

1.2 You shall take care of **Ophthalmology** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Ophthalmology.**

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

"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

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

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs. 80000/-** (Rupees Eighty Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

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

5. **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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Senior Resident : 1/64, South Street, Punnaikayal, Tuticorin - 628151.

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

With Regards,

M.V.Muthuramalingam
Chairman

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature : H. Remy Joe Stephy.

Name : **H.Remy Joe Stephy**

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.

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

PROFESSIONAL SERVICE ENGAGEMENT ORDER

To

Dr.A.Fathima Fahima,
W-18/653, 1St Floor, 8th Street,
D.Sector, Anna Nagar West Extn.,
Chennai - 600101.

01/09/2022

Dear **Dr.A.Fathima Fahima,**

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 - Ophthalmology"** and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Five years commencing from your data of joining. The entire Five 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.

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

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 **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.

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.

Prof. T. THIRUVUKKARASU, M.D., D.A.,
Dean
Velammal Medical College Hospital
& 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.80000/- (Rupees Eighty Thousand Only)** per month has been fixed and the same will be credited into the 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.

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.

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.

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.

Consultant: W-18/653, 1St Floor, 8th Street, D.Sector, Anna Nagar West Extn., Chennai - 600101.

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:

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.

VELAMMAL
Medical College Hospital
& Research Institute

HR/App.Lt.011/2019

23 Jul 2019

To

Dr. Chitra K.S
9-13-4 / 95B VOC Street
Vishwanathapuram
Madurai 625014

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have hed with us on **23 Jun 2019**, we are pleased to appoint you as **"Professor"** in the Department of **"OB&G"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,30,000/- (Rupees One Lakh Thirty Thousand Only) per month

You are requested to report for duty on or before **01 Aug 2019** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence / Adhar Card
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S., M.Ch
Dean

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.

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009, Tamil Nadu, India
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VELAMMAL
MEDICAL COLLEGE HOSPITAL &
RESEARCH INSTITUTE

VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No. /MO/ VMCH/2012. Dt. 14.05 .2012.

APPOINTMENT ORDER

Dr.G. Kavitha is appointed as Assistant Professor in the Department of Obstetrics and Gynaecology in Velammal Medical College Hospital & Research Institute, Madurai. She will be paid a consolidated salary of Rs. 60,000/- (Rupees Sixty thousand only) per month, subject to the following conditions:

She is requested to report for duty on 11 st June, 2012 to the Dean, Velammal Medical College Hospital & Research Institute.

If she intends to leave the Institution at any time, she is required to give prior notice of sixty days. She is eligible for leave in accordance with the leave rules of the Institution. She is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by her is found to be false at a later date or any material information is willfully suppressed, she is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

She is requested to produce the originals along with photo copies of the following documents for verification.

- Resume.
- Proof for date of birth.
- Certificate of Educational/Technical Qualification.
- Registration Certificate (Tamil Nadu Medical / Nursing Council)
- Service / Experience Certificate.
- Relieving order from the previous Institution.
- I.D.Card.
- Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)
- PAN Card.
- Form 16.
- Recent Passport size photo 3 copies.
- Community Certificate.

CHAIRMAN

To
Dr. G.Kavitha, MS.,(O & G).,(Mob.997419818)
2/843/1, Ezhumalayan lane, Maruthu pandiar street,
Tahsidar Nagar,
Madurai-625020

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.

"VELAMMAL VILLAGE", MADURAI-TUTICORIN RING ROAD, ANUPPANADI,
MADURAI - 625 009. TEL : 0452 - 2698970, 0452 - 2698977.

VELAMMAL
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HR/App.Lt.008/2018

25 August 2018

To

Dr.Dr.R.Raja Keerthana
No.6, Kamarajar 3rd street,
Chinna Chokikulam
Madurai 625002.

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **25 August 2018**, we are pleased to appoint you as **"Senior Resident"** in the Department of **"OB&G"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **01 September 2018** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- *Proof for date of birth.*
- *Education Certificate (UG /PG) /Technical Qualification.*
- *Registration Certificates.*
- *Experience Certificate.*
- *I.D.Card. / Address proof/Voter's ID/Driving Licence / Adhar Card*
- *PAN Card.*
- *Passport size photographs-9 Numbers.*

Prof.R.M.Raja Muthiah, M.S., M.Ch
Dean

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

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009,
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HR/App.Lt.008/2019

24 Jun 2019

To

Dr. Agalya Angelina S
1-13, Jonespuram
2nd Street, Pasumalai
Madurai 625004

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **24 Jun 2019**, we are pleased to appoint you as **"Senior Resident"** in the Department of **"OB&G"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **01 Jul 2019** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence / Adhar Card
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S., M.Ch
Dean

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
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Anuppanadi, Madurai-625 009, T.N.

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009, Tamil Nadu, India.
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HR / App.Lt.PSAO /VC1432/2022

To

Dr.R.Gnana Priya,
405, Neo Prime Apartment,
Surveryor Colony,
Madurai - 625007.

03/06/2022

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.R.Gnana Priya,

We are pleased to designate you as a **"Assistant Professor"** in the department of **"Obstetrics & Gynaecology"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai -625009, **with a minimum period of not less than two years commencing** from the data joining.

1. **Duties and Responsibilities of You:**

1.1 As a **"Assistant Professor - Obstetrics & Gynaecology"** you will have a primary objective of promoting and developing **Obstetrics & Gynaecology** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Obstetrics & Gynaecology** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Obstetrics & Gynaecology**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

"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.

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs. 120000/-** (Rupees One Lakh Twenty Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

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.

VELAMMAL
Medical College Hospital
& Research Institute
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5. **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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Assistant Professor : 405, Neo Prime Apartment, Surveryor Colony, Madurai - 625007.

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

With Regards,

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

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature :

Name : **Dr.R.Gnana Priya**

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.

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009,
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& Research Institute
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VC1498/02.01.2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.Anupama Sekhar,
TC29/1629(1), CRA 68A, Thennattillam,
Madathil Lane, Chempakassery,
Trivandrum - 695008.

02.01.2023

Dear Dr.Anupama Sekhar,

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 **"Obstetrics & Gynaecology"** and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Five year commencing from your date of joining. The entire Five 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 **Obstetrics & Gynaecology** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Obstetrics & Gynaecology** 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.

Prof. T. THIRUNAVUKKARASU, M.D.,
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 **Obstetrics & Gynaecology.**

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.

Prof. T. THIRUVAVUKKARASU, M.D.,D.A.
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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.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.

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.

29.3.17

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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Medical College Hospital
& Research Institute
The healing touch

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.

Consultant: TC29/1629(1), CRA 68A, Thennattillam, Madathil Lane, Chempakassery, Trivandrum - 695008.

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. Anupama Sekhar

Signature:

"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 : purchase@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in

An Initiative of Velammal Educational Trust

Prof. T. THIRUNAVUKKARASU, M.D., D.A.
Dean
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Madurai-Tuticorin Ring Road
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The healing touch

VC1507/25.01.2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.Vani W,
84,85 Kavimani street,
Kamarajar Salai,
Madurai - 625009.

25.01.2023

Dear **Dr.Vani W,**

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 **"Obstetrics & Gynaecology"** 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 **Obstetrics & Gynaecology** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Obstetrics & Gynaecology** 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
"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 **Obstetrics & Gynaecology.**

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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"Velammal Village"
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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.110000/- (Rupees One Lakh Ten Thousand 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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Velammal Medical College Hospital
and Research Institute
Velammal Village
Madurai-Tuticorin Ring Road
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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.

Consultant: 84,85 Kavimani street, 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.Vani W

Signature:

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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PROFESSIONAL SERVICE ENGAGEMENT ORDER

To

Dr.V.R.Raveena,
129/W-1D, Lakshmi Colony,
Katchery Road,
Virudhunagar - 626001.

01/10/2022

Dear **Dr.V.R.Raveena,**

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 - Obstetrics & Gynaecology"** and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Five years commencing from your data of joining. The entire Five 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 **Obstetrics & Gynaecology** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Obstetrics & Gynaecology** 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 **Obstetrics & Gynaecology.**

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.

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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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"Velammal Village"
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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.80000/- (Rupees Eighty Thousand Only)** per month has been fixed and the same will be credited into the 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.

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.

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
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Anuppanadi, Madurai-625 009, T.N.

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.

Consultant: 129/W-1D, Lakshmi Colony, Katchery Road, Virudhunagar - 626001.

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: Raveena V.R

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.

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

PROFESSIONAL SERVICE ENGAGEMENT ORDER

To

Dr.B.Easwar,
5/837, Kamarajar Colony,
Chithi Vinayagar Nagar,
Sivagangai - 630561.

Dear Dr.B.Easwar,

01/09/2022

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 - Orthopaedics"** and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Five years commencing from your data of joining. The entire Five 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 Orthopaedics program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of Orthopaedics 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.

"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

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
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 Orthopaedics.

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.

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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.

8.9.562

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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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.

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5.1. Components of professional fees:

a) Fixed retainer:

I. **An all inclusive Professional retainer fees of Rs.80000/- (Rupees Eighty Thousand Only) per month has been fixed and the same will be credited into the 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.

7. Supersession

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Prof. T. THIRUVENGADAVASU, M.D.,D.A.,
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
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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.

Consultant: 5/837, Kamarajar Colony, Chithi Vinayagar Nagar, Sivagangai - 630561.

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. EASWAR.B

Signature:

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

HR / App.Lt.PSAO /2023

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

To

Dr.Praveen Raj S
21/50, KamachiPuram 1st Street
Keela Santhappettai, Madurai-625009

01/08/2023

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Doctor,

We are pleased to designate you as a **"Senior Resident"** in the department of **"Orthopaedics"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, **with a minimum period of not less than two years commencing** from the data joining.

1. **Duties and Responsibilities of You:**

1.1 As a **"Senior Resident - Orthopaedics"** you will have a primary objective of promoting and developing **Orthopaedics** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Orthopaedics** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Orthopaedics**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

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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.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 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 the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

5. 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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

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

With Regards,

Dean

Velammal Medical College Hospital & Research Institute, Madurai

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HR/App.Lt.128/2014

Dt. 25.03.2014

To

Dr.P.RAJASEKARAN,
H-42, TNHB SECTOR-IV,
RAILAR NAGAR,
MADURAI-625018.

Dear Dr.P.RAJASEKARAN,

APPOINTMENT ORDER

Further to the interview you had with us on 21.03.2014 , we are pleased to appoint you as **"Professor"** in the Department of **"ENT"** in Velammal Medical College Hospital & Research Institute, Madurai. You will be paid a Gross Salary of Rs.110,000/- (Rupees One lac Ten Thousand Only) per month.

You are requested to report for duty on or before **01.04.2014** and you will be reporting to the **"Medical Superintendent "**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

Any information furnished by you is found false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs of 9
- Community Certificate.

CHAIRMAN
Velammal Educational Trust

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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HR/App.Lt.002/2017

03 Apr 2017

To,

Dr.M.S.P.S.Rajavel
23 Lakshmipuram 6th Street
Madurai 625001

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on 03 Apr 2017, we are pleased to appoint you as **"Senior Resident"** in the Department of **"ENT"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.60,000/- (Rupees Sixty Thousand Only) per month.

You are requested to report for duty on or before **03 May 2017** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving Licence.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

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HR/App.Lt.007/2018 *06 July 2018*

To

Dr. S. Pookamala
70, Bharathiar street
Sattur – 626 203

Dear Doctor,

APPOINTMENT ORDER

*Further to the interview you have had with us on **06 July 2018**, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"ENT"** in* Velammal Medical College Hospital & Research Institute, Madurai – 625 009. *You will be paid a Gross Professional Fees of **Rs.1,00,000/-** (Rupees One Lakh Only) per month.*

*You are requested to report for duty on or before **06 August 2018** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.*

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- *Proof for date of birth.*
- *Education Certificate (UG /PG) /Technical Qualification.*
- *Registration Certificates.*
- *Experience Certificate.*
- *Adhar.Card. / Address proof/Voter's ID/Driving Licence.*
- *PAN Card.*
- *Passport size photographs-9 Numbers.*

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

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08.7.2018
Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
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Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.

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PROFESSIONAL SERVICE ENGAGEMENT ORDER

To

Dr.M.Sindu,
2/259, Main Street,
Gopalapuram,
Virudhunagar - 626112.

15/09/2022

Dear **Dr.M.Sindu,**

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 - ENT"** and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Five years commencing from your data of joining. The entire Five 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.

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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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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.80000/- (Rupees Eighty Thousand Only)** per month has been fixed and the same will be credited into the 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.

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.

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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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.

   Consultant: 2/259, Main Street, Gopalapuram, Virudhunagar - 626112.

   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:

Signature:

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
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VC1504/09/01/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.M.Saranya,
590, Sathasiva Nagar,
Vandiyur Main Road, Anna Nagar,
Madurai - 625020.

09/01/2023

Dear Dr.M.Saranya,

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 Five year commencing from your date of joining. The entire Five 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.

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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 **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.

Prof. T. Thiru[illegible]
Dean
Velammal Medical College Hospital
and Research Institute
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Madurai-Tuticorin Ring Road
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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.90000/- (Rupees Ninety Thousand 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.

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.

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

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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.

Consultant: 590, Sathasiva Nagar, Vandiyur Main Road, Anna Nagar, Madurai - 625020.

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 SARANYA M

Signature:

"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

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

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HR/App.Lt.016/2020

25 May 2020

To

Dr. P. Thiyagarajan
2/573-3, Kondrai Street
6th Main Road, Gomathipuram,
Madurai 625020.

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **25 May 2020**, we are pleased to appoint you as **"Professor"** in the Department of **"Ophthalmology"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of **Rs.1,35,000/-** (Rupees One lakh Thirty Five Thousand Only) per month.

You are requested to report for duty on or before **10th June 2020** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- Aadhar.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009, Tamil Nadu, India.
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HR/App.Lt.008/Opthal/2016

07 Nov 2016

To

Dr.Ilango K
23 Surya Nagar
Alagar Koil Road
K.Pudur Madurai 625007

Dear Dr.Ilango,

APPOINTMENT ORDER

Further to the interview you have had with us on **07 Nov 2016**, we are pleased to appoint you as **"Professor"** in the Department of **"Ophthalmology"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,30,000/- (Rupees One Lakh Thirty Thousand Only) per month.

You are requested to report for duty on or before **12 Nov 2016** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

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Ref No: 144/28324/2024 **Date: 28/03/2024**

APPOINTMENT ORDER

To

Dr.J.Caroline,
19/7, Vijayalakshmi Theatre Road,
Viswanathapuram,
Madurai - 625014.

Dear **Dr.J.Caroline,**

With reference to the discussions, you are hereby appointed as a **"Assistant Professor / Consultant"** in the department of **"Ophthalmology"** in Velammal Medical College Hospital & Research Institute and Velammal Specialty Hospital, Located in Velammal Village, Anuppandai, Madurai – 625009, as per the following terms and conditions.

1. **Engagement Term:**

1.1. Velammal Hospital hereby agrees to engage as **"Assistant Professor / Consultant"** in the department of **"Ophthalmology"** and you hereby agree to serve in such capacity for a minimum period of not less than Five Years commencing from your date of joining. The entire Five 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 **"Assistant Professor / Consultant"** 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.

"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
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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 **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.

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 09:00 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.

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
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"Velammal Village"
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HR/App.Lt.005/2015

To

Dr.R.Harisudhan,
31, Jawahar Maidanam Street,
Rajapalayam,
Virudhunagar – Dt.

21.07.2015

Dear Dr. Harisudhan,

APPOINTMENT ORDER

Further to the interview you have had with us on 21.07.2015, we are pleased to appoint you as **"Senior Resident"** in the Department of **"Orthopaedics"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.60,000/- (Rupees Sixty Thousand Only) per month.

You are requested to report for duty on or before **01.08.2015** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving Licence.

Dr.S.Asokan, M.S.,
Vice Chairman

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
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HR/App.Lt.007/2019

29 Apr 2019

To,

Dr. Vijayaraja E
5, Ganesh Illam
Venketraman Street
China Chokkikulam
Madurai 625002

Dear Doctor,

APPOINTMENT ORDER

*Further to the interview you have had with us on **29 Apr 2019**, we are pleased to appoint you as **"Senior Resident"** in the Department of **"Orthopaedics"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.*

*You are requested to report for duty on or before **08 May 2019** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.*

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- *Proof for date of birth.*
- *Education Certificate (UG /PG) /Technical Qualification.*
- *Registration Certificates.*
- *Experience Certificate.*
- *Adhar.Card. / Address proof/Voter's ID/Driving Licence.*
- *PAN Card.*
- *Passport size photographs-9 Numbers.*

Prof.R.M.Raja Muthiah, M.S., M.Ch.,
Dean

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009, Tamil Nadu, India.
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HR/App.Lt.PSAO/VC1279/2020

To

Dr.S.Dheepan Kumar,
438, East 9th Street,
K.K.Nagar,
Madurai - 625020.

16/11/2020

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear S.Dheepan Kumar,

We are pleased to designate you as a **"Senior Resident"** in the department of **"Orthopaedics"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, with a minimum period of not less than two years commencing from 16/11/2020.

1. Duties and Responsibilities of You:

1.1 As a **"Senior Resident - Orthopaedics"** you will have a primary objective of promoting and developing **Orthopaedics** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Orthopaedics** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Orthopaedics**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs.960000/-** per annum (Rupees Nine Lakh Sixty Thousand Only) which is **Rs. 80000/-** (Rupees Eighty Thousand Only) per month has been fixed and the same will be credited into the You's account subject to deduction of appropriate statutory taxes on a monthly basis.

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.

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5. **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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Senior Resident : 438, East 9th Street, K.K.Nagar, Madurai - 625020.

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

With Regards,

Dean

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature :

Name : **S.Dheepan Kumar**

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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HR/App.Lt.001/2020

17 Jul 2020

To,

Dr.M.J.Krishna Kumar
50,51, Kamarajar Salai
Madurai – 09

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **17 Jul 2020**, we are pleased to appoint you as **"Senior Resident"** in the Department of **"Orthopaedics"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **01 Aug 2020,** failing which your appointment will stand cancelled without any notice. You will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, Madurai.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
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- Registration Certificates.
- Experience Certificate.
- Adhar.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

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HR/App.Lt.PSAO/10004/2021

To

Dr.V.Janarthanan,
5, Paramasivam Street,
Opp. Tatima College, Jeyaraj Nagar,
Madurai - 625018.

20.01.2021

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.V.Janarthanan,

We are pleased to designate you as a **"Senior Resident"** in the department of **"Orthopaedics"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai -625009, with a minimum period of not less than two years commencing from 01/02/2021.

1. **Duties and Responsibilities of You:**

1.1 As a **"Senior Resident - Orthopaedics"** you will have a primary objective of promoting and developing **Orthopaedics** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Orthopaedics** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Orthopaedics.**

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs.720000/-** per annum (Rupees Seven Lakh Twenty Thousand Only) which is **Rs. 60000/-** (Rupees Sixty Thousand Only) per month has been fixed and the same will be credited into the You's account subject to deduction of appropriate statutory taxes on a monthly basis.

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.

5. 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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Senior Resident : 5, Paramasivam Street, Opp. Tatima College, Jeyaraj Nagar, Madurai - 625018.

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

With Regards,

Dr.R.M.Rajamuthiah, M.S,. M.Ch,.
Vice Chairman

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature :

Name : V.Janarthanan

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.

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

Ref No: 122/VC1590/27/12/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.N.Jamuna,
1/140, Perumal Kovil Street,
Villiseri, Kovipatti (Tk),
Tuticorin - 628716.

27/12/2023

Dear **Dr.N.Jamuna,**

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.

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 **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.

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
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Velammal Medical College Hospital
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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.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...

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: 1/140, Perumal Kovil Street Villiseri, Kovipatti (Tk), Tuticorin - 628716.

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.N.Jamuna

N. Jamuna.

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.

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

HR/App.Lt.004/2019 **26 Feb 2019**

To,

Dr. Ganesan G Ram
78, Alagar kovil Road
Melur, Madurai 625106

Dear Doctor,

APPOINTMENT ORDER

*Further to the interview you have had with us on **26 Feb 2019**, we are pleased to appoint you as **"Associate Professor"** in the Department of **"Orthopaedics"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,10,000/- (Rupees One Lakh Ten Thousand Only) per month.*

*You are requested to report for duty on or before **15 Apr 2019** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.*

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- *Proof for date of birth.*
- *Education Certificate (UG /PG) /Technical Qualification.*
- *Registration Certificates.*
- *Experience Certificate.*
- *Adhar Card. / Address proof/Voter's ID/Driving Licence.*
- *PAN Card.*
- *Passport size photographs-9 Numbers.*

Prof.R.M.Raja Muthiah, M.S., M.Ch.,
Dean

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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"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

VELAMMAL
MEDICAL COLLEGE HOSPITAL &
RESEARCH INSTITUTE

VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No. 33 /MO/ VMCH/2012. Dt. 14.05 .2012.

APPOINTMENT ORDER

Dr. V.Raviraman is appointed as Professor & Head of the Department Orthopedic Surgery in Velammal Medical College Hospital & Research Institute, Madurai. He will be paid a consolidated salary of Rs.1.30, 000/- (Rupees one lakh and thirty thousand only) per month, subject to the following conditions:

He is requested to report for duty on 1st June, 2012 to the Dean, Velammal Medical College Hospital & Research Institute.

If he intends to leave the Institution at any time, he is required to give prior notice of sixty days. He is eligible for leave in accordance with the leave rules of the Institution. He is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by him is found to be false at a later date or any material information is willfully suppressed, he is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the institution deems fit.

He is requested to produce the originals along with photo copies of the following documents for verification.

- Resume.
- Proof for date of birth.
- Certificate of Educational/Technical Qualification.
- Registration Certificate (Tamil Nadu Medical / Nursing Council)
- Service / Experience Certificate.
- Relieving order from the previous Institution.
- I.D.Card.
- Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)
- PAN Card.
- Form 16.
- Recent Passport size photo 3 copies.
- Community Certificate.

CHAIRMAN

To
Dr. V.Raviraman.,MS.,(Ortho), D.Ortho.,(Mob 9893050858)
1/349, Kaveri street 3rd cross,
Sri Nagar, Iyer Bungalow,
Madurai

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.

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

HR/App.Lt.002/2015

To

Dr.S.Shanmuganathan,
Plot No: 66, Anna Nagar,
II North Cross Street,
Madurai – 625020.

18.06.2015

Dear Dr.Shanmuganathan,

APPOINTMENT ORDER

Further to the interview you have had with us on 18.06.2015, we are pleased to appoint you as "Professor" in the Department of **"Orthopaedics"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,00,000/- (Rupees One Lakh Only) per month.

You are requested to report for duty on or before **01.07.2015** and you will be reporting to the "Dean", Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving Licence.

Dr.S.Asokan, M.S.,
Vice Chairman

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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"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009,
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VELAMMAL
MEDICAL COLLEGE HOSPITAL &
RESEARCH INSTITUTE

VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No. 37 /MO/ VMCH/2012. Dt. 14.05 .2012

APPOINTMENT ORDER

Dr. M.Subbaiah is appointed as Assistant Professor in the Department of Orthopaedics in Velammal Medical College Hospital & Research Institute, Madurai. He will be paid a consolidated salary of Rs.60, 000/- (Rupees sixty thousand only) per month, subject to the following conditions:

He is requested to report for duty on 11th June, 2012 to the Dean, Velammal Medical College Hospital & Research Institute.

If he intends to leave the Institution at any time, he is required to give prior notice of sixty days. He is eligible for leave in accordance with the leave rules of the Institution. He is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by him is found to be false at a later date or any material information is wiilfuily suppressed, he is iiabie to be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

He is requested to produce the originals along with photo copies of the following documents for verification.

- Resume.
- Proof for date of birth.
- Certificate of Educational/Technical Qualification.
- Registration Certificate (Tamil Nadu Medical / Nursing Council)
- Service / Experience Certificate.
- Relieving order from the previous Institution.
- I.D.Card.
- Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)
- PAN Card.
- Form 16.
- Recent Passport size photo 3 copies.
- Community Certificate.

CHAIRMAN

To
Dr. M.Subbiah, M.S.,Ortho
No.31 MaruthupandiarStreet,
K.K.Nagar,
Madurai-625020

2

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.

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

HR/App.Lt.023/Ortho/2016

30 Jun 2016

To,

Dr.K.N.Subramanian
No 4, Mayor Muthu Salai
Anna Nagar, Madurai - 20

Dear Dr.Subramanian,

APPOINTMENT ORDER

Further to the interview you have had with us on 30 Jun 2016, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"Orthopaedics"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **05.07.2016** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof.
- PAN Card.
- Form 16.
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- Voter's ID.
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Dr.S.Asokan, M.S.,
Vice Chairman

Prof. T. THIRUVAVUKKARASU, M.D.,D.A.,
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"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009,
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VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

HR/App.Lt.008/2015

To

Dr.S.Muthukumar
94, L.I.G.Colony
K K Nagar, Madurai – 625 020

28.09.2015

Dear Dr.Muthukumar,

APPOINTMENT ORDER

Further to the interview you have had with us on 28.09.2015, we are pleased to appoint you as **"Assistant Professor/SR"** in the Department of **"Orthopaedics"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.50,000/- (Rupees Fifty Thousand Only) per month.

You are requested to report for duty on or before **15.10.2015** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
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- Voter's ID.
- Driving Licence.

Dr.S.Asokan, M.S.,
Vice Chairman

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Tel : +91 452 2510000. Fax : +91 452 2510010. Toll Free No. 1800 425 00108
E-mail : purchase@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.

VELAMMAL
MEDICAL COLLEGE HOSPITAL & RESEARCH INSTITUTE

HR/App.Lt.018/Ortho/2016

18.02.2016

To,

Dr.S.Lokesh Kumar,
S/O. M.Sekaran(late),
2/491-A, Valajanagaram, Minnagar,
Ariyalur.

Dear Dr.Lokesh,

APPOINTMENT ORDER

Further to the interview you have had with us on 18.02.2016, we are pleased to appoint you as **"Senior Resident"** in the Department of **"Orthopaedics"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.60,000/- (Rupees Sixty Thousand Only) per month.

You are requested to report for duty on or before **02.03.2016** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

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Dr.S.Asokan, M.S.,
Vice Chairman

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi,
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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.

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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.

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 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.

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.

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

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

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: 12 A, Mothilal 2nd Street Arapalayam, Madurai - 625016.

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.Vijaya Kumar

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.

VELAMMAL
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& Research Institute
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HR/App.Lt.013/2021

13 Jul 2021

To

Dr.Vinoth Kumar S
Madurai-625532

Dear Doctor,

APPOINTMENT ORDER

*Further to the interview you have had with us on **01 Jul 2021**, we are pleased to appoint you as **"Junior Resident"** in the Department of **"General Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.40,000/- (Rupees Forty Thousand Only) per month.*

*You are requested to report for duty on or before **15 Jul 2021**, and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.*

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- *Proof for date of birth.*
- *Education Certificate (UG /PG) /Technical Qualification.*
- *Registration Certificates.*
- *Experience Certificate.*
- *I.D.Card. / Address proof/Voter's ID/Driving Licence.*
- *PAN Card.*
- *Passport size photographs-9 Numbers.*

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

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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HR/App.Lt.002/2015

To

Dr.G.Mathevan

03.08.2015

Dear Dr.Mathevan,

APPOINTMENT ORDER

Further to the interview you have had with us on 03.08.2015, we are pleased to appoint you as **"Professor and HOD"** in the Department of **"Paediatrics"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,30,000/- (Rupees One Lakh Thirty Thousand Only) per month.

You are requested to report for duty on or before **10.08.2015** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving Licence.

Dr.S.Asokan, M.S.,
Vice Chairman

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

"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

VELAMMAL
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HR/App.Lt.011/Paedi/2016

To

Dr.S.Nataraja Rathinam,
A – 16, Park Town First Street,
Madurai – 625017.

29.01.2016

Dear Dr.Nataraja Rathinam,

APPOINTMENT ORDER

Further to the interview you have had with us on 29.01.2016, we are pleased to appoint you as **"Professor"** in the Department of **"Paediatrics"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,30,000/- (Rupees One Lakh Thirty Thousand Only) per month.

You are requested to report for duty on or before **01.02.2016** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving Licence.

Dr.S.Asokan, M.S.,
Vice Chairman

Prof. T. THIYAGARAJAN, M.D., D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
Velammal Village
Madurai-625 009, T.N.

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 : purchase@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in

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Ref.No.31/MO/VMCH/2012

10.05.2012

To
Dr.V.Jeya Balaji, MD.,Fellow.in Neonatology
34/1, C.S.Nagar Main Road
Krishnapuram Colony
Madurai-625014

APPOINTMENT ORDER

Further to the interview you have had with us on 19.04.2012, we are pleased to appoint you as **"Associate Professor & Consultant"** in the Department of **"Paediatrics & Neonatology"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.85,000/- (Rupees Eighty Five Thousand Only) per month.

You are requested to report for duty on or before **01.06.2012** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving License.

CHAIRMAN

"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

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Prof. T. THIRUNAVUKKARASU, M.S.,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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VC1499/02.01.2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.M.Saravanan,
Plot No: 225, 6th North Cross Street,
Anna Nagar,
Madurai - 625020.

02.01.2023

Dear **Dr.M.Saravanan,**

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 **"Associate Professor"** in the department of **"Paediatrics"** and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Five year commencing from your date of joining. The entire Five 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 **"Associate Professor"** you will have a primary objective of promoting and developing **Paediatrics** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Paediatrics** 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.

"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 : purchase@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in

An Initiative of Velammal Educational Trust

Prof. T. THIRUVENKKARASU, 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 **Paediatrics.**

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 morai 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.

Prof. T. THIRUNAVUKKARASU, M.D.,D.C.H.
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.110000/- (Rupees One Lakh Ten Thousand 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.

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.

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

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.

   Consultant: Plot No: 225, 6th North Cross Street, Anna Nagar, Madurai - 625020.

   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. N. SARAVANAN

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.

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Medical College Hospital
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HR/App.Lt.007/2022

06 Sep 2021

To

Dr.Senthil Murugan R
Madurai

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on ***17 Aug 2021****, we are pleased to appoint you as* ***"Assistant Professor"*** *in the Department of* ***"General Medicine"*** *in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,00,000/- (Rupees One Lakh Only) per month.*

You are requested to report for duty on or before ***19 Sep 2021*** *and you will be reporting to the* ***"Dean"****, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.*

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- *Proof for date of birth.*
- *Education Certificate (UG /PG) /Technical Qualification.*
- *Registration Certificates.*
- *Experience Certificate.*
- *I.D.Card. / Address proof/Voter's ID/Driving Licence.*
- *PAN Card.*
- *Passport size photographs-9 Numbers.*

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

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.

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

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HR/App.Lt.011/2022

01 Aug 2022

To

Dr.Ashok R
Virudhunagar

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **01 Aug 2022**, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"General Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,00,000/- (Rupees One Lakh Only) per month.

You are requested to report for duty on or before **19 Sep 2022** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

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

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.

Ashok

VELAMMAL
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The heal

HR/App.Lt.010/2019

01 Dec 2019

To

Dr.Balambika RG
Trichy

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **01 Dec 2019**, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"General Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,00,000/- (Rupees One Lakh Only) per month.

You are requested to report for duty on or before **19 Dec 2019** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

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

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.

VELAMMAL

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& RESEARCH INSTITUTE
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VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No.47 /MO/ VMCH/2013.

Dt.18.07.2012

APPOINTMENT ORDER

Dr.Jansi banu, is appointed as Junior Resident in Velammal Medical College Hospital & Research Institute, Madurai. She will be paid a consolidated salary of Rs.25,000/- (Rupees Twenty Five thousand only) per month. (Subject to the production of professional qualification and experience certificates)

She is requested to report for duty immediately to the Dean, Velammal Medical College Hospital & Research Institute, failing which her appointment stands cancelled without any notice.

If she intends to leave the institution at any time, she is required to give prior notice of sixty days. She is eligible for leave in accordance with the leave rules of the institution. She is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by she is found to be false at a later date or any material information is willfully suppressed, She is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefor and to such action as the institution deems fit.

She is requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational/Technical Qualification.
- Registration Certificate (Tamil Nadu Medical / Nursing Council)
- Service / Experience Certificate.
- Relieving order from the previous institution.
- I.D.Card.
- Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)
- PAN Card.
- Form 16.
- Recent Passport size photo 6 copies.
- Community Certificate.

CHAIRMAN

"Velammal Village" Madurai Ring Road, (Near Chinthamani Toll Gate)
Anuppanadi, Madurai – 625 009, Tel: 0452-2510000 Fax: 91452 2510010

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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Ref No: 79/VC1543/31/07/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.R.Meenambikai,
132/1E1, S S S Manickam Nagar,
Pullalakottai Road,
Virudhunagar - 626001.

31/07/2023

Dear **Dr.R.Meenambikai,**

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 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 **General Medicine** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **General 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. THIRUMURUGARASU, M.B.B.S.,
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 **General 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.

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.

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.

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. THIRUVAMMAGARASU, M.D.S.,
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.

Consultant: 132/1E1, S S S Manickam Nagar, Pullalakottai Road, Virudhunagar - 626001.

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.Meenambikai

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.

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HR/App.Lt.PSAO/10026/2021

To

Dr.Nagalakshmi Krishna,
16/17, "Gokul Nivas", Vignesh Avenue Extension,
Karuppayurani,
Madurai - 625020.

16/07/2021

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.Nagalakshmi Krishna,

We are pleased to designate you as a "Consultant / Senior Resident" in the department of "General Medicine" at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai -625009, **with a minimum period of not less than two years commencing** from the data joining.

1. Duties and Responsibilities of You:

1.1 As a **"Consultant / Senior Resident - General Medicine"** you will have a primary objective of promoting and developing **General Medicine** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **General Medicine** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **General Medicine.**

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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.

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs.1500000/-** (Rupees Fifteen Lakh Only) per annum which is **Rs. 125000/-** (Rupees One Lakh Twenty Five Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

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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5. **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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Consultant / Senior Resident : 16/17, "Gokul Nivas", Vignesh Avenue Extension, Karuppayurani, Madurai - 625020.

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

With Regards,

M.V.Muthuramalingam
Chairman

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature : Nagalakshmi.k

Name : **Nagalakshmi Krishna**

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

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HR/App.Lt.0047/Gen Med/2016

23 Sep 2016

To

Dr.R.Praisie
No.9, Alagar Nagar 4th Street
K.Pudur, Madurai 625 007

Dear Dr.Praisie,

APPOINTMENT ORDER

Further to the interview you have had with us on 23.09.2016, we are pleased to appoint you as **"Senior Resident"** in the Department of **"General Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **30 Sep 2016** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You will be under probation for a period of Six Months after which your job will be confirmed. You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Dr.S.Asokan, M.S.,
Vice Chairman

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.

"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

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HR/App.Lt.002/2018

29 Jan 2018

To

Dr. Anandadurai D
No.9 Alagarnagar 4th Street
k.Pudur, Madurai 625007

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **29 Jan 2017**, we are pleased to appoint you as **"Senior Resident"** in the Department of **"General Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,00,000 (Rupees One Lakh Only) per month.

You are requested to report for duty on or before **05 Mar 2018** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You will be under probation for a period of Six Months after which your job will be confirmed. You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Gard.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

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.

"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

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& Research Institute
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HR / App.Lt.PSAO /VC1431/2022

To

Dr.Harsh Waingankar,
Anand Trading House, Old Gupta Auditorium,
Sathamangalam, Anna Nagar,
Madurai - 625020.

03/06/2022

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.Harsh Waingankar,

We are pleased to designate you as a **"Senior Resident"** in the department of **"General Medicine"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, **with a minimum period of not less than two years commencing** from the data joining.

1. Duties and Responsibilities of You:

1.1 As a **"Senior Resident - General Medicine"** you will have a primary objective of promoting and developing **General Medicine** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **General Medicine** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **General Medicine**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

Dr. K. 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.

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs. 110000/-** (Rupees One Lakh Ten Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

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.

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

5. 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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Senior Resident : Anand Trading House, Old Gupta Auditorium, Sathamangalam, Anna Nagar, Madurai - 625020.

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

With Regards,

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

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature :

Name : Dr.Harsh Waingankar

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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& Research Institute
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PROFESSIONAL SERVICE ENGAGEMENT ORDER

To

Dr.Kumari Doully,
2, Tamilnadu Girls Batallion NCC,
No-26, Vishalakshmipuram, AR Lines,
Madurai - 625007.

07/11/2022

Dear **Dr.Kumari Doully,**

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 **"Assistant Professor - General Medicine"** and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Five year commencing from your data of joining. The entire Five 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 **"Assistant Professor"** you will have a primary objective of promoting and developing **General Medicine** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **General 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.

9:30 mary

Prof. T. THIRUMAVALAVARASU, MD.,DA.,
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 **General 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.

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.

...NKARASU, M.D.,D.A.,
Dean
...l Medical College Hospital
...Research Institute
...Village"
...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.120000/- (Rupees One Lakh Twenty Thousand Only)** per month has been fixed and the same will be credited into the 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.

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.

Consultant: 2, Tamilnadu Girls Batallion NCC, No-26, Vishalakshmipuram, AR Lines, Madurai - 625007.

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:

Signature: Komari Doully

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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VELAMMAL MEDICAL COLLEGE HOSPITAL & RESEARCH INSTITUTE MADURAI 625009

Ref. No. /PM/ VMCH/2013.

Dt.01.06.2013

APPOINTMENT ORDER

Dr.A.Sangeetha is appointed as Assistant Professor in the department of General Medicine at Velammal Medical College Hospital & Research Institute, Madurai. He/She will be paid a consolidated salary of Rs.80,000/- (Rupees Eighty Thousand Only) per month. (Subject to the production of professional qualification and experience certificates)

He/she is requested to report for duty immediately to the Dean, Velammal Medical College Hospital & Research Institute, failing which him appointment stands cancelled without any notice.

If he/she intends to leave the Institution at any time, he/she is required to give prior notice of Sixty days failing which he/she has to surrender three months Salary. He/She is eligible for leave in accordance with the leave rules of the institution. He is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by him/her is found to be false at a later date or any material information is willfully suppressed, he/she is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

He/She is requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational/Technical Qualification.
- Registration Certificate (Tamil Nadu Medical / Nursing Council)
- Service / Experience Certificate.
- Relieving order from the previous Institution.
- I.D.Card.
- Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)
- PAN Card.
- Form 16.
- Recent Passport size photo 9 copies.
- Community Certificate.

CHAIRMAN

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

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009,
Tamil Nadu, India. Tel : +91 452 2510000. Fax : +91 452 2510010.
E-mail : info@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

HR / App.Lt.PSAO /2023

To

Dr.E.Amalrajiyadurai
A1, Ground Floor, Vijayashree Apartment
Dr.Thangaraj Salai, Opp. to Law College
KK Nagar, Madurai-625020

01/06/2023

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Doctor,

We are pleased to designate you as a **"Associate Professor "** in the department of **"General Medicine"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai -625009, **with a minimum period of not less than two years commencing** from the data joining.

1. **Duties and Responsibilities of You:**
   - 1.1 As a **"Associate Professor - General Medicine"** you will have a primary objective of promoting and developing **General Medicine** program at Velammal Hospital located at Madurai.
   - 1.2 You shall take care of **General Medicine** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.
   - 1.3 You 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.
   - 1.4 All Services to be provided by you shall be performed with promptness and diligence in a workmanlike manner and at a level of proficiency to be expected of you with the background and experience that you have represented he/she has.
   - 1.5 You shall agree 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.
   - 1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **General Medicine**.
   - 1.7 You shall perform your 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 your employment.
   - 1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.
   - 1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.
   - 1.10 The act of you should not be detrimental to the reputation, business, character, and standing of Velammal Hospital.
   - 1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

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.

"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

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs. 500000/-** (Rupees Five Lakhs 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.

5. 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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

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

With Regards,

Dean
Velammal Medical College Hospital & Research Institute, Madurai

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

VELAMMAL
MEDICAL COLLEGE HOSPITAL & RESEARCH INSTITUTE

HR/App.Lt.0051/Gen Med/2016

28 Dec 2016

To

Dr.S.Vadivel Murugan
Madurai

Dear Dr.Vadivel,

APPOINTMENT ORDER

Further to the interview you have had with us on **28 Dec 2016**, we are pleased to appoint you as **"Professor & Senior Consultant"** in the Department of **"General Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,20,000/- (Rupees One Lakh Twenty Thousand Only) per month.

You are requested to report for duty on or before **09 Jan 2017** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You will be under probation for a period of Six Months after which your job will be confirmed. You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

28/12/16.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

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

VELAMMAL
MEDICAL COLLEGE HOSPITAL &
RESEARCH INSTITUTE

VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No. 23 /MO/ VMCH/2012. Dt. 14.05 .2012.

APPOINTMENT ORDER

Dr.R.Ramesh is appointed as Assistant Professor in the Department of General Medicine in Velammal Medical College Hospital & Research Institute, Madurai. He will be paid a consolidated salary of Rs 60,000/- (Rupees Sixty thousand only) per month, subject to the following conditions:

He is requested to report for duty on 11th June, 2012 to the Dean, Velammal Medical College Hospital & Research Institute.

If he intends to leave the Institution at any time, he is required to give prior notice of sixty days. He is eligible for leave in accordance with the leave rules of the Institution. He is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by him is found to be false at a later date or any material information is willfully suppressed, he is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

He is requested to produce the originals along with photo copies of the following documents for verification.

- *Resume.*
- *Proof for date of birth.*
- *Certificate of Educational/Technical Qualification.*
- *Registration Certificate (Tamil Nadu Medical / Nursing Council)*
- *Service / Experience Certificate.*
- *Relieving order from the previous Institution.*
- *I.D.Card.*
- *Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)*
- *PAN Card.*
- *Form 16.*
- *Recent Passport size photo 3 copies.*
- *Community Certificate.*

CHAIRMAN

Prof. V. 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.

To
Dr. R.Ramesh, MD (Gen., Medi)
No 5/549, Thiruvalluvar Street,
Sadhasiva Nagar,
Madurai - 625020

VELAMMAL
MEDICAL COLLEGE HOSPITAL & RESEARCH INSTITUTE

VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No 211 /MO/ VMCH/2012. Dt. 08.6.2012.

APPOINTMENT ORDER

Dr.M.Virgin Joena, is appointed as Asst Professor in the Department Of General Medicine in Velammal Medical College Hospital & Research Institute, Madurai. She will be paid a consolidated salary of Rs.60000/- (Rupees Sixty thousand only) per month. (Subject to the production of professional qualification and experience certificates)

She is requested to report for duty on 19th June 2012, to the Dean, Velammal Medical College Hospital & Research Institute, failing which her appointment stands cancelled without any notice.

If she intends to leave the Institution at any time, she is required to give prior notice of sixty days. She is eligible for leave in accordance with the leave rules of the institution. She is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by her is found to be false at a later date or any material information is willfully suppressed, she is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

She is requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational/Technical Qualification.
- Registration Certificate (Tamil Nadu Medical / Nursing Council)
- Service / Experience Certificate.
- Relieving order from the previous Institution.
- I.D.Card.
- Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)
- PAN Card.
- Form 16.
- Recent Passport size photo 3 copies.
- Community Certificate.

CHAIRMAN

To

Dr.M.Vigine Joena, (Mobi No: 9597722166),
3 Panthadi 3rd St, Madurai – 1.

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.

VELAMMAL
Medical College Hospital
& Research Institute
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HR/App.Lt.0147a/2022

22 Sep 2022

To

Dr.C.Ajith Kumar
Madurai

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **05 Sep 2022**, we are pleased to appoint you as **"Tutor"** in the Department of **"Forensic Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.40,000/- (Rupees Forty Thousand Only) per month.

You are requested to report for duty on or before **25 Sep 2022** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is wilfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

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

Prof.T. THIRUNAVUKKARASU, MD,DA,
Dean
Velammal Medical College Hospital
and Research Institute
Madurai
Madura Theni Main Road
Anuppanadi, Madurai-625 009, T.N.

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

Velammal Medical College Hospital & Research Institute
& Speciality Wing

OFFICE OF DEAN

INTER OFFICE NOTE

Ref.No.VMCH/ION/2024/001 *29.02.2024*

To

Dr.S.Janani
Junior Resident

TRANSFER ORDER

S. No	Name	D.O.J	Present Designation and Dept	Designation & Transfer to Dept	Reporting To	Date of Transfer
1.	Dr.S.Janani	12.11.2022	Junior Resident General Medcine	Junior Resident Forensic Medicine	HOD, Forensic Medicine	01.03.2024

Dean

Copy to:-

CAO
MS
HR Head
HOD-General Medicine
HOD- Forensic Medicine
Individual File

Prof. T. THIRUMALAIKUMARASU, M.D.,DA.,
Dean
Velammal Medical College Hospital
and Research Institute
Velammal Village
Madurai-Melakkal Main Road
Anuppanadi, Madurai-625 009.

VELAMMAL
Medical College Hospit
& Research Institute
The healing touch

Ref No: 29/VC1493/2022

Date: 01.12.2022

APPOINTMENT ORDER

To

Dr.S.Janani
2/239A, Kozhikudipatti
Singampunari
Sivagangai - 630502

Dear**Dr. Dr.S.Janani,**

With reference to the discussions, you are hereby appointed as a **"Junior Resident"** in the department of **"General Medicine"** in Velammal Medical College Hospital & Research Institute and Velammal Specialty Hospital, Located in Velammal Village, Anuppandai, Madurai – 625009, as per the following terms and conditions.

1. **Engagement Term:**

1.1. Velammal Hospital hereby agrees to engage as **"Junior Resident"** in the department of **"General Medicine"** and you hereby agree to serve in such capacity for a minimum period of not less than Five Years commencing from your date of joining. The entire Five 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 **"Junior Resident"** you will have a primary objective of promoting and developing **General Medicine** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **General 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.

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

"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

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 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.

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.

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

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.

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. In the event that the employee leaves the Hospital for whatever reason, he/she shall be liable to pay the Hospital a sum equivalent to the amount given for the training till the date of exit from service.

4.2. After the completion of five years lock in period, not withstanding anything contained herein above, 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.

4.3. **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**

Components of professional fees:

a) **Fixed Retainer:**

I. An all inclusive Professional retainer fees of **Rs.35000/- (Rupees Thirty Five Thousand 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.

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

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

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.

7. **Supersession**

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.

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.

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

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

HR/App.Lt.5/CM/2015

To

Dr.Samir Deorao Bele
103/B, Staff Quarters
Prathima Institute of Medical Sciences
Karimnagar – 505417, Telangana

05.08.2015

Dear Dr.Samir,

APPOINTMENT ORDER

Further to the interview you have had with us on 05.08.2015, we are pleased to appoint you as **"Professor & HOD"** in the Department of **"Community Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,20,000/- (Rupees One Lakh Twenty Thousand Only) per month.

You are requested to report for duty on or before **20.08.2015** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).
- Voter's ID.
- Driving Licence.

Dr.S.Asokan, M.S.,
Vice Chairman

Prof. T. THIRUVUKKARASU, 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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VELAMMAL
Medical College Hospital & Research Institute
The healing touch

HR/App.Lt.004/2018

29 June 2018

To

Dr. Sudhir Ben Nelson B.T.
No.595, 1st Cross Street,
Nesamony Nagar,
Nagercoil – 629 001

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **29 June 2018**, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"Community Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,20,000/- (Rupees One Lakh Twenty Thousand Only) per month.

You are requested to report for duty on or before **10 Oct 2018** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S., M.Ch.,
Dean

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
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and Research Institute
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An Initiative of Velammal Educational Trust

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

VM166/03/05/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.P.Praveena,
38/82, Middle Street,
Madhichiam,
Madurai - 625020.

03/05/2023

Dear **Dr.P.Praveena,**

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 **"Assistant Professor"** 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 **"Assistant Professor"** 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.

"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

Prof. T. THIRUMURUGARASU, 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 **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.

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.

Prof. T. THIRUVAVUKKARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
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.140000/- (Rupees One Lakh Forty Thousand 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. THIRUVAVUKKARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
"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.

Consultant: 38/82, Middle Street, Madhichiam, Madurai - 625020.

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.P.Praveena

Signature: 3/5/2023

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

VELAMMAL
Medical College Hospital
& Research Institute
The best in touch

HR/App.Lt.005/2019

31 May 2019

To

Dr. Sriandaal V
12, Muthu Illam
Perakka Nagar, Pasumalai
Madurai 625004

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **25 May 2019**, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"Community Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.60,000/- (Rupees Sixty Thousand Only) per month.

You are requested to report for duty on or before **03 Jun 2019** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S., M.Ch.,
Dean

self attested

"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

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3.39 PM

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

VELAMMAL
Medical College Hospital
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HR/App Lt 002/2018

07 May 2018

To

Dr. Sudharsan B
38/101 Thiruvalluvar Street
Thirumangalam
Madurai 625706

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **07 May 2018**, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"Community Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **11 Jun 2018** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

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- PAN Card.
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Prof.R.M.Raja Muthiah, M.S., M.Ch.,
Dean

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Anuppanadi, Madurai-625 009, T.N.

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HR/App.Lt.006/2017

27 Jun 2017

To

Dr.Munish N
123/1 Anandapuram Bye-pass Road
Manamadurai
Sivagangai 630606

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **27 Jun 2017**, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"Community Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **10 Jul 2017** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S., M.Ch.,
Dean

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

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Medical College Hospital
& Research Institute
The healing touch

Ref No: 94/VM175/19/09/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.K.Alamelu,
25, Jawahar Road,
NRT Nagar,
Theni - 625531.

19/09/2023

Dear **Dr.K.Alamelu,**

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 **"Assistant Professor"** 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 **"Assistant Professor"** 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 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 **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.

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.

Prof. T. THIRUPAVUKKARASU, 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.115000/- (Rupees One Lakh Fifteen Thousand 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, MD,DA.,
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: 25, Jawahar Road, NRT Nagar, Theni - 625531.

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.K.Alamelu

Signature: 19/9/23.

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

VELAMMAL
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HR/App.Lt.156/2013
November 11, 2013

DR.R.MALARVANI
72/5C, MALAR MAALIGAI
12TH STREET JAWAHAR NAGAR
THIRUMANGALAM
MADURAI dt

Dear DR.R.MALARVANI

SUB: APPOINTMENT ORDER

Further to the interview you had with us on 06/11/2013, we are pleased to appoint you as **"Medical Officer"** in the Department of **"Community Medicine"** in Velammal Medical College Hospital & Research Institute, Madurai. You will be paid a Gross Salary of Rs.30, 000/- (Rupees Thirty Thousand Only)

You are requested to report for duty on or before **November 15, 2013** and you will be reporting to the **"Medical Superintendent"**, Velammal Medical College Hospital & Research Institute, failing which your appointment stands cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

Any information furnished by you is found false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs of 9
- Community Certificate.

For VMCH&RI,

CHAIRMAN

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

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009,
Tamil Nadu, India. Tel : +91 452 2510000. Fax : +91 452 2510010.
E-mail : info@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in

VELAMMAL
Medical College Hospital
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HR/App/LL.58/ 2014
February 17, 2014

Dr.B.RITA
5/212,KANAGAVEL NAGAR
ATHIKULUM, K.PUDUR
MADURAI

Dear Dr.B.RITA

SUB: APPOINTMENT ORDER

Further to the interview you had with us on 13/02/2014, we are pleased to appoint you as "Medical Officer – Rural Health Centre" in the Department of "Community Medicine" in Velammal Medical College Hospital & Research Institute, Madurai. You will be paid a Gross Salary of Rs.30,000/- (Rupees Thirty Thousand Only) and allowance of Rs.10,000/- (Rupees Ten Thousand only)

You are requested to report for duty on or before February 20, 2014 and you will be reporting to the "Dean", Velammal Medical College Hospital & Research Institute, failing which your appointment stands cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

Any information furnished by you is found false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs of 9
- Community Certificate.

For VMCH&RI,

CHAIRMAN

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009,
Tamil Nadu, India. Tel : +91 452 2510000 Fax : +91 452 2510010

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

VELAMMAL

MEDICAL COLLEGE HOSPITAL
& RESEARCH INSTITUTE
The healing touch

VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No. /MC/ VMCH/2013.

Dt.20.06.2013

APPOINTMENT ORDER

Dr.E.Jozhi, is appointed as Tutor in Velammal Medical College Hospital & Research Institute, Madurai. She will be paid a consolidated salary of Rs.25,000/- (Rupees Twenty Five thousand only) per month. (Subject to the production of professional qualification and experience certificates)

She is requested to report for duty immediately to the Dean, Velammal Medical College Hospital & Research Institute, failing which her appointment stands cancelled without any notice.

If she intends to leave the institution at any time, she is required to give prior notice of sixty days. She is eligible for leave in accordance with the leave rules of the institution. She is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by she is found to be false at a later date or any material information is willfully suppressed, She is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefor and to such action as the institution deems fit.

She is requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational/Technical Qualification.
- Registration Certificate (Tamil Nadu Medical / Nursing Council)
- Service / Experience Certificate.
- Relieving order from the previous institution.
- I.D.Card.
- Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)
- PAN Card.
- Form 16.
- Recent Passport size photo 6 copies.
- Community Certificate.

CHAIRMAN

E Jozhi

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

VELAMMAL MEDICAL COLLEGE HOSPITAL & RESEARCH INSTITUTE
"Velammal Village" Madurai – Tuticorin Ring Road,
Anuppanadi, Madurai – 625 009.

JOINING REPORT

Date: 20/6/13

From,	To
Dr. E. Jozhi M.B.B.S ARK Plot No. 27 Ramani Nagar 3rd street Vilangudi Madurai Mobile No: 7200235590	The Dean Velammal Medical College Hospital & Research Institute "Velammal Village", Anuppanadi, Madurai. 625009.

Respected Sir,

Sub: Joining Report of Velammal Medical College Hospital & Research Institute .

Ref: Your order no: RNo.../Ma./VMCH.../2013..... Dated: ...20/06/2012

I report for duty as ..... Tutor ..... on ...20/06/2013 at ...9AM. in Velammal Medical College Hospital & Research Institute, Anuppanadi, Madurai - 625009.

Yours faithfully

E. Jozhi

Jozhi

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

Velammal Medical College Hospital & Research Institute
& Speciality Wing

The Healing Touch

OFFICE OF DEAN

INTER OFFICE NOTE

Ref.No.VMCH/ION/2023/041 *07.06.2022*

To

Dr.E.Jozhi
Tutor

TRANSFER ORDER

S. No	Name	D.O.J	Present Designation and Dept	Designation & Transfer to Dept	Reporting To	Date of Transfer
1.	Dr.E.Jozhi	20.06.2013	Tutor Pathology	Tutor Forensic Medicine	HOD, Forensic Medicine	07.06.2022

Dean

Copy to:-

CAO
MS
HR Head
HOD-Pathology
HOD-Forensic Medicine
Individual File

Prof. T. THURUVALLUVARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
Velammal Village,
Madurai-Theni Main Road,
Anaipatti, Madurai-625 014, T.N.

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

VM162/01.02.2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.Sidharth S,
TC29/1629(1), CRA 68A, Thennattillam,
Madathil Lane, Chempakassery,
Trivandrum - 695008.

01.02.2023

Dear Dr.Sidharth S,

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 **"Forensic 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 **Forensic** Medicine program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Forensic 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.L.,
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.

"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

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 Forensic **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.

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.

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.

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.

Consultant: TC29/1629(1), CRA 68A, Thennattillam, Madathil Lane, Chempakassery, Trivandrum - 695008.

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.Sidharth S

Signature:

03/02/2023

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.

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

HR/App.Lt.PSAO/10011/2021

To

Dr.A.Janani,
No.179, 1st Cross Street, Thiriveni Nagar,,
Arumparthapuram, V Manavelli,,
Puducherry - 605110.

11.03.2021

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.A.Janani,

We are pleased to designate you as a **"Assistant Professor"** in the department of **"Forensic Medicine"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai -625009, with a minimum period of not less than two years commencing from 15/04/2021.

1. **Duties and Responsibilities of You:**

1.1 As a **"Assistant Professor - Forensic Medicine"** you will have a primary objective of promoting and developing **Forensic Medicine** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Forensic Medicine** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Forensic Medicine.**

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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.

"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

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs.960000/-** per annum (Rupees Nine Lakh Sixty Thousand Only) which is **Rs. 80000/-** (Rupees Eighty Thousand Only) per month has been fixed and the same will be credited into the You's account subject to deduction of appropriate statutory taxes on a monthly basis.

"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

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

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& Research Institute
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5. **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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Assistant Professor : No.179, 1st Cross Street, Thiriveni Nagar,, Arumparthapuram, V Manavelli,, Puducherry - 605110.

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

With Regards,

Dr.R.M.Rajamuthiah, M.S,. M.Ch,.
Vice Chairman

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature :

Name : A.Janani

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

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& Research Institute
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HR / App.Lt.PSAO /VM153/2022

To

Dr.J.James Rajesh,
New No: 8 Old No: 25/B, II Cross,
Pavazha nagar,
Puducherry - 605005.

03/06/2022

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.J.James Rajesh,

We are pleased to designate you as a **"Associate Professor"** in the department of **"Forensic Medicine"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai -625009, **with a minimum period of not less than two years commencing** from the data joining.

1. **Duties and Responsibilities of You:**

1.1 As a **"Associate Professor - Forensic Medicine"** you will have a primary objective of promoting and developing **Forensic Medicine** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Forensic Medicine** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Forensic Medicine**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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.

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs. 140000/-** Rupees One Lakh Forty Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

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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& Research Institute
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5. 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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Associate Professor : New No: 8 Old No: 25/B, II Cross, Pavazha nagar, Puducherry - 605005.

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

With Regards,

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

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature :

Name : Dr.J.James Rajesh

Prof. T. THIRUNAVUKKARASU, MD.,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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& Research Institute
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HR/App.Lt.PSAO/10027/2021

To

Dr.A.S.Sathesini Priya,
107 J / 38 B, T M B Colony,
Third Street,
Tuticorin - 628008.

22/07/2021

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.A.S.Sathesini Priya,

We are pleased to designate you as a **"Senior Resident"** in the department of **"Microbiology"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, **with a minimum period of not less than two years commencing** from the data joining.

1. Duties and Responsibilities of You:

1.1 As a **"Senior Resident - Microbiology"** you will have a primary objective of promoting and developing **Microbiology** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Microbiology** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Microbiology**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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.

"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

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs.1020000/-** (Rupees Ten Lakh Twenty Thousand Only) per annum which is **Rs. 85000/-** (Rupees Eighty Five Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

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

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

5. **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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Senior Resident : 107 J / 38 B, T M B Colony, Third Street, Tuticorin - 628008.

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

With Regards,

M.V.Muthuramalingam
Chairman

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature :

Name : **A.S.Sathesini Priya**

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.

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009.
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VELAMMAL
Medical College Hospital & Research Institute
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HR/App.Lt.025/2017

02 Dec 2017

To

Dr.Mahesh Krishna B.G
Villa no – 16 & 17
Srivatsa Hill view, Kovai Pudur
Coimbatore 641042

Dear Dr,

APPOINTMENT ORDER

*Further to the interview you have had with us on **01 Dec 2017**, we are pleased to appoint you as **"Professor – Forensic Medicine"** in VMCH, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.2,25,000/- (Rupees Two Lakhs Twenty Five Thousand Only) per month.*

*You are requested to report for duty before **15 Jan 2018** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.*

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Voter's ID.
- Driving Licence.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

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

"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

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

Ref No: 75/VM170/17/07/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.Jyotismita Rajbongshi,
No 18, North Street, Sundarapuram,
N.K.Road,
Thanjavur - 613006.

17/07/2023

Dear **Dr.Jyotismita Rajbongshi,**

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 **"Microbiology"** 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 **Microbiology** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Microbiology** 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. THIRUVAVUKKARASU, M.D.,
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 **Microbiology.**

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.

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
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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.120000/- (Rupees One Lakh Twenty Thousand 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. THIRUVAVUKKARASU, M.D.,D.A.,
Dean
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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.

Consultant: No 18, North Street, Sundarapuram, N.K.Road, Thanjavur - 613006.

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.Jyotismita Rajbongshi

Signature:

17.07.2023

Prof. T. THIRUNAVUKKARASU, MD.,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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HR/App.Lt.005/2023

01 Feb 2023

To

Dr.A.Ramesh
Andipatti

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **17 Jan 2023**, we are pleased to appoint you as **"Professor"** in the Department of **"Microbiology"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,65,000/- (Rupees One Lakh Sixty Five Thousand Only) per month.

You are requested to report for duty on or before **01 Feb 2023** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

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

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
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HR/App.Lt.56/ 2014
March 04, 2014

Dr.G.VITHIYA
4/437, BABU NAGAR,
IRVATHANALLUR,
MADURAI

Dear Dr.G.Vithiya,

SUB: APPOINTMENT ORDER

Further to the interview you had with us on 03/01/2014, we are pleased to appoint you as "**Tutor**" in the Department of **"Microbiology"** in Velammal Medical College Hospital & Research Institute, Madurai. You will be paid a Gross Salary of Rs.50,000/- (Rupees Fifty Thousand Only) per month

You are requested to report for duty on or before **March 05, 2014** and you will be reporting to the "**Dean**", Velammal Medical College Hospital & Research Institute, failing which your appointment stands cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

Any information furnished by you is found false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs of 9
- Community Certificate.

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

(Dr. G. VITHIYA)

For VMCH&RI,

CHAIRMAN

No Photo
VM044
04.03.2014

"Velammal Village", Madurai - Tuticorin Ring Road, Anupanadi, Madurai - 625 009,
Tamilnadu, India. Tel : +91 452 2510000, Fax : +91 452 2510010.
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An Initiative of Velammal Educational Trust

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HR / App.Lt.PSAO /VM154/2022

To

Dr.M.Vishnu Priya,
1422, Raj Nivas, Vijaya Nagaram,
Gandhinagar, Aruppukottai,
Virudhunagar - 626101.

11/07/2022

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.M.Vishnu Priya,

We are pleased to designate you as a **"Senior Resident"** in the department of **"Pathology"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, **with a minimum period of not less than two years commencing** from the data joining.

1. Duties and Responsibilities of You:

1.1 As a **"Senior Resident - Pathology"** you will have a primary objective of promoting and developing **Pathology** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Pathology** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Pathology.**

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs. 80000/-** (Rupees Eighty Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

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

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5. 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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Senior Resident : 1422, Raj Nivas, Vijaya Nagaram, Gandhinagar, Aruppukottai, Virudhunagar - 626101.

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 & VMC Specialty Hospital, Madurai

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

Signature :

Name : **Dr.M.Vishnu Priya**

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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VM159/15.12.2022

PROFESSIONAL APPOINTMENT ORDER

To

Dr.J.Jamuna,
22, Adeeswaran Nagar,
Ponmani Gardens North, Uthangudi,
Madurai - 625107.

15.12.2022

Dear Dr.J.Jamuna,

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 - Pathology"** and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Five year commencing from your date of joining. The entire Five 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 **Pathology** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Pathology** 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.

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009, Tamil Nadu, India.
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Prof. T. THIRUNAVUKKARASU, M.D.S.
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 **Pathology.**

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.

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

Prof. T. THIRUNAVUKKARASU, M.D.,
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.87000/- (Rupees Eighty Thousand 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.

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.

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

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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.

Consultant: 22, Adeeswaran Nagar, Ponmani Gardens North, Uthangudi, Madurai - 625107.

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: J. Jamuna

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.

VELAMMAL
MEDICAL COLLEGE HOSPITAL & RESEARCH INSTITUTE

VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No. 221 /MO/ VMCH/2012. Dt. 19.6.2012.

APPOINTMENT ORDER

'Blood Bank MO' Offg

Dr.T.Rajendran, is appointed as Assistant Professor in the Department of Microbiology in Velammal Medical College Hospital & Research Institute, Madurai. He will be paid a consolidated salary of Rs.80000/- (Rupees Eighty thousand only) per month. (Subject to the production of professional qualification and experience certificates)

He is requested to report for duty on 2nd July 2012, to the Dean, Velammal Medical College Hospital & Research Institute, failing which his appointment stands cancelled without any notice.

If he intends to leave the Institution at any time, he is required to give prior notice of sixty days. He is eligible for leave in accordance with the leave rules of the institution. He is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by him is found to be false at a later date or any material information is willfully suppressed, he is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

He is requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational/Technical Qualification.
- Registration Certificate (Tamil Nadu Medical / Nursing Council)
- Service / Experience Certificate.
- Relieving order from the previous Institution.
- I.D.Card.
- Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)
- PAN Card.
- Form 16.
- Recent Passport size photo 3 copies.
- Community Certificate.

CHAIRMAN

To,
Dr.T.Rajendran, (Mobi No: 9842171411),
10-C, Thiruvannamalai St, Puliampatti,
Aruppukottai, Virudhunagar (dt).

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

"VELAMMAL VILLAGE", MADURAI-TUTICORIN RING ROAD, ANUPPANADI,
MADURAI - 625 009. TEL : 0452 - 2698970, 0452 - 2698977.

VELAMMAL
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HR / App.Lt.PSAO /VM147/2021

To

Dr.A.Priyanka,
10, Kamakshi Amman Colony, 1st Street,
Vadapalani,
Chennai - 600026.

07/10/2021

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.A.Priyanka,

We are pleased to designate you as a **"Senior Resident"** in the department of **"Pathology"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, **with a minimum period of not less than two years commencing** from the data joining.

1. **Duties and Responsibilities of You:**

1.1 As a **"Senior Resident - Pathology"** you will have a primary objective of promoting and developing **Pathology** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Pathology** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Pathology**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

"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

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

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 Leave Facilities:

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs. 80000/-** (Rupees Eighty Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

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

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& Research Institute
The healing touch

5. **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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Senior Resident : 10, Kamakshi Amman Colony, 1st Street Vadapalani Chennai - 600026.

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

With Regards,

M.V.Muthuramalingam
Chairman

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature :

Name : **A.Priyanka**

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

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VM165/08/04/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.K.Abirami,
15, Manmathan Kovil Lane,
Tilakar Street, Tirumangalam,
Madurai - 625706.

08/04/2023

Dear **Dr.K.Abirami,**

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 **"Pathology"** 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 **Pathology** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Pathology** 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.

"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

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 **Pathology.**

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.

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.110000/- (Rupees One Lakh Ten Thousand 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.

Dean
Velammal Medical College and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road

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.

Consultant: 15, Manmathan Kovil Lane, Tilakar Street, Tirumangalam, Madurai - 625706.

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.K.Abirami

Signature: K. Abirami

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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HR / App.Lt.PSAO /VM152/2022

To

Dr.S.Radhika,
MIG 265, IInd Main Road,
Eri Scheme, Mogappair East,
Chennai - 600037.

01/06/2022

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.S.Radhika,

We are pleased to designate you as a **"Assistant Professor"** in the department of **"Pathology"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, **with a minimum period of not less than two years commencing** from the data joining.

1. **Duties and Responsibilities of You:**

1.1 As a **"Assistant Professor - Pathology"** you will have a primary objective of promoting and developing **Pathology** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Pathology** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Pathology**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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

"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

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 Leave Facilities:

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs. 115000/-** (Rupees One Lakh Fifteen Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

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

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5. 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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Assistant Professor : MIG 265, IInd Main Road, Eri Scheme, Mogappair East, Chennai - 600037.

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

With Regards,

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

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature :

Name : Dr.S.Radhika

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

HR / App.Lt.PSAO /2023

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To

Dr.K.Geetha
256-A, Kamarajar Salai
Madurai-625020

15/05/2023

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Doctor,

We are pleased to designate you as a **"Professor "** in the department of **"Pathology "** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai -625009, **with a minimum period of not less than two years commencing** from the data joining.

1. Duties and Responsibilities of You:

1.1 As a **"Professor - Pathology "** you will have a primary objective of promoting and developing **Pathology** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Pathology** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Pathology** .

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

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

An Initiative of Velammal Educational Trust

Prof. T. THIRUNAVUKKARASU
Dean
Velammal Medical College
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 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 the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

5. 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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

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

With Regards,

Dean
Velammal Medical College Hospital & Research Institute, Madurai

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.

HR / App.Lt.PSAO /VM141/2020

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

To

Dr.Jagan.C,
Plot No 19, 1/140 - 6, Jai Nagar, Surya Nagar,
Alagar Kovil Main Road, K.Pudur,
Madurai - 625007.

19/12/2020

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.Jagan.C,

We are pleased to designate you as a **"Assistant Professor"** in the department of **"Pathology"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, **with a minimum period of not less than two years commencing** from the data joining.

1. **Duties and Responsibilities of You:**

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Pathology**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

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1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs. 110000/-** (Rupees One Lakh Ten Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

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

VELAMMAL
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& Research Institute
The healing touch

5. 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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Assistant Professor : Plot No 19, 1/140 - 6, Jai Nagar, Surya Nagar Alagar Kovil Main Road, K.Pudur Madurai - 625007.

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

With Regards,

Dean

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature :

Name : **Dr.Jagan.C**

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.

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Medical College Hospital
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HR/App.Lt.011/2017

26 Dec 2017

To

Dr.Lavanya R
F4, Trisquare Prestige Apartment
Vivekananda Nagar
Sambakulam, K.Pudur
Madurai

Dear Dr. Lavanya R,

APPOINTMENT ORDER

Further to the interview you have had with us on 23 Dec 2017, we are pleased to appoint you as **"Assistant Professor "** in the Department of **"Pathology"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,00,000/- (Rupees One Lakh Only) per month.

You are requested to report for duty on or before **05 Feb 2018** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof, Voter's ID.
- Driving Licence, PAN Card.
- Form 16.
- Passport size photographs-9 Numbers.
- Passport (if available).

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

"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

R. Lavanya.

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

VELAMMAL
MEDICAL COLLEGE HOSPITAL &
RESEARCH INSTITUTE

VELAMMAL MEDICAL COLLEGE HOSPITAL & RESEARCH INSTITUTE, MADURAI – 625 009.

Ref. No.183 /MO/ VMCH/2012. *Dt. 30.05.2012.*

APPOINTMENT ORDER

Dr. K.Yegumuthu is appointed as Assistant Professor in the Department of Pathology in Velammal Medical College Hospital & Research Institute, Madurai. He will be paid a consolidated salary of Rs.80,000/- (Rupees Eighty Thousand only) per month. (Subject to the production of professional qualification and experience certificates)

She is requested to report for duty on 11th June 2012 to the Dean, Velammal Medical College Hospital & Research Institute, failing which her appointment stands cancelled without any notice.

If she intends to leave the Institution at any time, she is required to give prior notice of sixty days. She is eligible for leave in accordance with the leave rules of the institution. She is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by her is found to be false at a later date or any material information is willfully suppressed, she is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

She is requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- *Resume.*
- *Proof for date of birth.*
- *Certificate of Educational/Technical Qualification.*
- *Registration Certificate (Tamil Nadu Medical / Nursing Council)*
- *Service / Experience Certificate.*
- *Relieving order from the previous Institution.*
- *I.D.Card.*
- *Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)*
- *PAN Card.*
- *Form 16.*
- *Recent Passport size photo 3 copies.*
- *Community Certificate.*

CHAIRMAN

To.

Dr.K.Yegumuthu
31, Maruthupandiar st
K.K.Nagar, Madurai 625 020

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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HR/App.Lt. VC1418/2022

To

Dr.N.Nancy,
481, Bharathidasan Street, VOC Road,
Kalanivasal, Karaikudi,
Sivagangai - 630 ...

Dear Dr.N.Nancy,

APPOINTMENT ORDER

Further to the interview you have had with us on 26/03/2022 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.35,000/- per month. You are also eligible to get a retention bonus of Rs.60000/- Per Year an 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 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 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 ir. 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 informed to the Hospital.

nal Village, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009, Tamil Nadu, India.
1 452 2510000, 7113333 Fax : +91 452 2510010. Toll Free No. 1800 425 00108
info@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in
ative of Velammal Educational Trust

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

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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 you employment with us will entail disciplinary action and / or termination of your employment without any notice.

19. During first six months, your services can be terminated at any time either party giving 15 days notice in writing or salary in lieu of the notice. After completion of six months, 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 on probation or after confirmation, if your are reported absent from duty for more than 7 days without obtaining prior permission in writing of your superior / management or if your 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 wiliful neglect of duty, serious misconduct, gross insubordination, mental unfitness, as applicable, your services shall 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, M.D., 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:

ammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009, Tamil Nadu, India.
: +91 452 2510000, 7113333 Fax : +91 452 2510010. Toll Free No. 1800 425 00108
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Velammal Medical College Hospital and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.

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HR/App.Lt.017/2016

To
Dr. P.Anuratha
Shri Eswari Bhavan
Anna Nagar 5th Street
Kariapatti, Virudhunagar 626106

Dt. 29.03.2016

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you had with us on 29.03.2016, we are pleased to appoint you as **"Tutor"** in the Department of **"Pharmacology"** in Velammal Medical College Hospital & Research Institute, Madurai - 625009. You will be paid a Gross Professional Fees of Rs.30,000/- (Rupees Thirty Thousand Only) per month.

You are requested to report for duty on or before **11.04.2016** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

Any information furnished by you is found false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs of 9
- Community Certificate.

VICE-CHAIRMAN
VMCH&RI

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

"Velammal Village", Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625 009.
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Velammal Medical College Hospital & Research Institute
& Speciality Wing

OFFICE OF DEAN

INTER OFFICE NOTE

Ref.No.VMCH/ION/2022/046 *01.07.2023*

To

Dr.Nancy N
Junior Resident

TRANSFER ORDER

S. No	Name	D.O.J	Present Designation and Dept	Designation & Transfer to Dept	Reporting To	Date of Transfer
1.	Dr.Nancy N	26.03.2022	Junior Resident ICU	Tutor Pharmacology	HOD Pharmacology	01.07.2023

Dean

Copy to:-

Medical Superintendent
Vice Principal
HOD- Pharmacology
HOD-ICU
HR Head
Individual File

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

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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.

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

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.

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.

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.

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: B2/2, West First Cross Street TNHB, K.K Nagar, 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.M.Anitha

Signature: M. Anitha

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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HR / App.Lt.PSAO /10017/2021

To

Dr.R.Muthu Meera,
308, Third Floor, D Block, Sreenivas Towers,
Azeez Nagar, Raddiyapalayam,
Puducherry - 605010.

10/05/2021

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.R.Muthu Meera;

We are pleased to designate you as a **"Senior Resident"** in the department of **"Pharmacology"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, **with a minimum period of not less than two years commencing** from the data joining.

1. **Duties and Responsibilities of You:**

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

1.2 You shall take care of **Pharmacology** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Pharmacology**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

"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

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

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs.960000/-** per annum (Rupees Nine Lakh Sixty Thousand Only) which is **Rs. 80000/-** (Rupees Eighty Thousand Only) per month has been fixed and the same will be credited into the You's account subject to deduction of appropriate statutory taxes on a monthly basis.

Prof. T. THIRUVAVUKKARASU, 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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5. **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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Tutor : 308, Third Floor, D Block, Sreenivas Towers, Azeez Nagar, Raddiyapalayam, Puducherry - 605010.

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

With Regards,

R Muthu

Dr.R.M.Rajamuthiah, M.S,. M.Ch,.
Vice Chairman

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature : Muthu Meera R

Name : **R.Muthu Meera**

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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M.M

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HR/App.Lt.004/2018 **03 Oct 2018**

To

Dr. Sindhu Sekar
No.6C, Vaigai Block
Velammal Doctors Quarters,
Anuppanadi
Madurai – 625 009.

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **03 Oct 2018**, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"Pharmacology"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.60,000/- (Rupees Sixty thousand Only) per month.

You are requested to report for duty on or before **8 Oct 2018** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

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

"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

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Ref No: 77/VM171/31/07/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.K.M.S.Susila,
2/1018, Periyar Street,
Thasildar Nagar,
Madurai - 625020.

31/07/2023

Dear **Dr.K.M.S.Susila,**

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 **"Professor"** 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 **"Professor"** 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.

"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

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Prof. T. THIRUMURUGAN, M.D., Ph.D.,
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 **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.

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,
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E-mail : info@velammalmedicalcollege.edu.in Web : www.velammalmedicalcollege.edu.in

Prof. T. Thiru...
Director
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.180000/- (Rupees One Lakh Eighty Thousand 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.

9.30pm

Prof. T. THIRU
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.

Consultant: 2/1018, Periyar Street, Thasildar Nagar, Madurai - 625020.

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.K.M.S.Susila

Signature:

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

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HR / App.Lt.PSAO /VM140/2021

To

Dr.M.Viveka,
22/21, SSV Sala Street,
Melur,
Madurai - 625106.

07/12/2020

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.M.Viveka,

We are pleased to designate you as a **"Senior Resident"** in the department of **"Biochemistry"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, **with a minimum period of not less than two years commencing** from the data joining.

1. **Duties and Responsibilities of You:**

1.1 As a **"Senior Resident - Biochemistry"** you will have a primary objective of promoting and developing **Biochemistry** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Biochemistry** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Biochemistry**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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.

"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

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs.960000/-** per annum (Rupees Nine Lakh Sixty Thousand Only) which is **Rs. 80000/-** (Rupees Eighty Thousand Only) per month has been fixed and the same will be credited into the You's account subject to deduction of appropriate statutory taxes on a monthly basis.

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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5. 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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Tutor : 22/21, SSV Sala Street, Melur, Madurai - 625106.

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

With Regards,

Dean

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature : M. Viveka

Name : **M.Viveka**

Prof. T. THIRUNAVUKKARASU, M.D.,
Dean
Velammal Medical Coll...
and Research In...
"Velammal Villa...
Madurai-Tuticorin Ring...
Anuppanadi, Madurai-625 009, ...I.

VELAMMAL
MEDICAL COLLEGE HOSPITAL &
RESEARCH INSTITUTE

VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No. 312 /MO/ VMCH/2012. Dt.21.7.2012.

APPOINTMENT ORDER

Dr. Raj Kishore Mahato, is appointed as Associate Professor in the Department of Pharmacology in Velammal Medical College Hospital & Research Institute, Madurai. He will be paid a consolidated salary of Rs.100000/- (Rupees One Lakh only) per month. (Subject to the production of professional qualification and experience certificates)

He is requested to report for duty immediately to the Dean, Velammal Medical College Hospital & Research Institute, failing which him appointment stands cancelled without any notice.

If he intends to leave the Institution at any time, he is required to give prior notice of sixty days. He is eligible for leave in accordance with the leave rules of the institution. He is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by him is found to be false at a later date or any material information is willfully suppressed, he is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

He is requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- *Resume.*
- *Proof for date of birth.*
- *Certificate of Educational/Technical Qualification.*
- *Registration Certificate (Tamil Nadu Medical / Nursing Council)*
- *Service / Experience Certificate.*
- *Relieving order from the previous Institution.*
- *I.D.Card.*
- *Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)*
- *PAN Card.*
- *Form 16.*
- *Recent Passport size photo 3 copies.*
- *Community Certificate.*

CHAIRMAN

21/7/12

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

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HR/App.Lt.0011/Bio/2016

07 Nov 2016

To

Dr.A.Hariharan
9 Gandhiji 4th Street
Keela Ambikapuram
Tiruchirappalli 620005

Dear Dr.Hari,

APPOINTMENT ORDER

Further to the interview you have had with us on **07 Nov 2016**, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"Biochemistry"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.70,000/- (Rupees Seventy Thousand Only) per month.

You are requested to report for duty on or before **01 Dec 2016** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You will be under probation for a period of Six Months after which your job will be confirmed. You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- *Education Certificate (UG /PG) /Technical Qualification.*
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

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

"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
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VM163/17.02.2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.R.Jagadish,
106, Gopalapuram (Behind Housing Board),
5 Cross Street, Tindivanam,
Villupuram - 604001.

17.02.2023

Dear **Dr.R.Jagadish,**

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 **"Assistant Professor"** in the department of **"Biochemistry"** 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 **"Assistant Professor"** you will have a primary objective of promoting and developing **Biochemistry** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Biochemistry** 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 **Biochemistry.**

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.

Prof. T. THIRUVENGADAM, M.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.130000/- (Rupees One Lakh Thirty Thousand 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. Thiruvenkadam M.S.
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.

Consultant: 106, Gopalapuram (Behind Housing Board), 5 Cross Street, Tindivanam, Villupuram - *604001.*

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.Jagadish

Signature:
R. Jagad.
17/2/23

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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Ref No: 87/VM174/01/09/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.P.Josephine Latha,
Flat B, Second Floor, 260/5, M K N Road,
Alandur,
Chennai - 600016.

01/09/2023

Dear **Dr.P.Josephine Latha,**

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 **"HOD & Professor"** in the department of **"Biochemistry"** 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 **"HOD & Professor"** you will have a primary objective of promoting and developing **Biochemistry** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Biochemistry** 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.

"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.,
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 **Biochemistry.**

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.

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.

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.190000/- (Rupees One Lakh Ninety Thousand 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, MD.,D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009.

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: Flat B, Second Floor, 260/5, M K N Road, Alandur, Chennai - 600016.

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.P.Josephine Latha

Signature: 01/09/2023

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

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

Ref No: VM168/07/07/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.J.T.Ajit Kumar,
17, Vetri Vinayagar Kovil Street,
Pankajam Colony,
Madurai - 625009.

07/07/2023

Dear **Dr.J.T.Ajit Kumar,**

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 **"Assistant Professor"** in the department of **"Physiology"** 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 **"Assistant Professor"** you will have a primary objective of promoting and developing **Physiology** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Physiology** 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 **Physiology.**

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.

Prof. T. THIRUMURUGAN
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.110000/- (Rupees One Lakh Ten Thousand 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.

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

VELAMMAL
Medical College Hospital
& 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.

Consultant: 17, Vetri Vinayagar Kovil Street, Pankajam Colony, 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.J.T.Ajit Kumar

Signature:

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

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

Ref No: 105/VM178/03/10/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.Noel Naveen Johnson,
Doctors Quarters - 1, The Christian Mission Hospital,
East Veli Street, Old Kuyavar Palayam Sala,
Madurai - 641042.

03/10/2023

Dear **Dr.Noel Naveen Johnson,**

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 **"Physiology"** 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 **Physiology** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Physiology** 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. Thiruvengadam
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009.

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 **Physiology.**

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.

Prof. T. THIRUNAVUKKARASU,
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.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.S., M.Ch.
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: Doctors Quarters - 1, The Christian Mission Hospital, East Veli Street, Old Kuyavar Palayam Sala, Madurai - 641042.

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.Noel Naveen Johnson

Signature:

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

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

Ref No: 7/VM157/29/08/2022

PROFESSIONAL APPOINTMENT ORDER

To

Dr.R.Durai Arasan,
Ravi Studio, Santhai Veli Street,
Porayar, Tranquebar (Tk),
Nagapattinam - 609307.

29/08/2022

Dear **Dr.R.Durai Arasan,**

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 **"Physiology"** 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 **Physiology** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Physiology** 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.
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai 625 009

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 **Physiology.**

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.

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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.

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
and Research Institute
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.80000/- (Rupees Eighty Thousand 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.S., M.Ch.
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: Ravi Studio, Santhai Veli Street Porayar, Tranquebar (Tk), Nagapattinam - 609307.

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.Durai Arasan

Signature:

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

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

Ref:HR/App.Lt.PSAO /VM156/2022

To

Dr.M.Renu Meena,
12, Rajee Illam, Vivekananda Nagar,
EB Colony, Pykara,
Madurai - 625004.

03/08/2022

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear **Dr.M.Renu Meena,**

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 - Physiology"** and the Consultant hereby agrees to serve in such capacity for a minimum period of not less than Two years commencing from your data of joining. The entire two 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 **Physiology** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Physiology** 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 **Physiology.**

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.

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.

2.8. 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.

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.

Prof. T. THIRUNAVU
Dea
Velammal Medica
and Researc
"Velamma
Madurai-Tutico
Anuppanadi, Madu

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Medical College Hospital
& Research Institute
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5. **Professional services and fees**

5.1. Components of professional fees:

a) **Fixed retainer:**

I. An all inclusive Professional retainer fees of **Rs.80000/- (Rupees Eighty Thousand Only)** per month has been fixed and the same will be credited into the 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.

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.

Consultant: 12, Rajee Illam, Vivekananda Nagar, EB Colony, Pykara, Madurai - 625004.

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.

Signature : M Renu Meena

Name : Dr. M. RENU MEENA

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

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Medical College Hospital
& Research Institute
The heal[illegible]ch

HR/App.Lt.003/2022

22 Nov 2022

To

Dr.M.Shanthi
Iyer Bungalow
Madurai

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **17 Nov 2022**, we are pleased to appoint you as **"Professor"** in the Department of **"Physiology"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.1,87,000/- (Rupees One Lakh Eighty Seven Thousand Only) per month.

You are requested to report for duty on or before **22 Nov 2022** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Ninety days, when you intend to leave the Institution at any time, failing which you have to surrender three months' salary. You are expected to be associated with Velammal Medical College Hospital & Research Institute for a minimum period of three years. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Proof for date of birth.
- Education Certificate (UG /PG) /Technical Qualification.
- Registration Certificates.
- Experience Certificate.
- I.D.Card. / Address proof/Voter's ID/Driving Licence.
- PAN Card.
- Passport size photographs-9 Numbers.

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

Prof. T. THIRUNAVUKKARASU
Dean
Velammal Medical College [illegible]
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.

"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

VELAMMAL
MEDICAL COLLEGE HOSPITAL &
RESEARCH INSTITUTE

VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No. /PO/ VMCH/2012. Dt.22.11.2012.

APPOINTMENT ORDER

Dr.John Rajpathy is appointed as Associate Professor in the Department of Physiology in Velammal Medical College Hospital & Research Institute, Madurai. He will be paid a consolidated salary of Rs.1,15,000/- (Rupees One Lakh Fifteen thousand only) per month. (Subject to the production of professional qualification and experience certificates)

He is requested to report immediately to the Dean, Velammal Medical College Hospital & Research Institute, failing which him appointment stands cancelled without any notice.

If he intends to leave the Institution at any time, he is required to give prior notice of sixty days. He is eligible for leave in accordance with the leave rules of the institution. He is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by him is found to be false at a later date or any material information is willfully suppressed, he is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

He is requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational/Technical Qualification.
- Registration Certificate (Tamil Nadu Medical / Nursing Council)
- Service / Experience Certificate.
- Relieving order from the previous Institution.
- I.D.Card.
- Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)
- PAN Card.
- Form 16.
- Recent Passport size photo 3 copies.
- Community Certificate.

CHAIRMAN

Prof. T. THIRUVAMURUGAN, 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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To

Dr.S.Anu,
6.19A, Panchayathu Office Road,
Sankari, Salem-637301.

Dt. 10.08.2015

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you had with us on 10.08.2015, we are pleased to appoint you as **"Professor"** in the Department of **"Physiology"** in Velammal Medical College Hospital & Research Institute, Madurai - 625009. You will be paid a Gross Professional Fees of Rs.1,50,000/- (Rupees One Lakh Fifty Thousand Only) per month.

You are requested to report for duty on or before **20.08.2015** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

Any information furnished by you is found false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card. / Address proof
- PAN Card.
- Form 16.
- Passport size photographs of 9
- Community Certificate.

Prof. T. THIRU[illegible]
Dean
Velammal Medical College Hospital
and Research Institute
"Velammal Village"
Madurai-Tuticorin Ring Road
Anuppanadi, Madurai-625 009, T.N.

VICE-CHAIRMAN
VMCH&RI

"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

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Ref No: 95/VM176/19/09/2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.U.Divya,
19, First Floor, Karpaga Virutcham,
Subashini Nagar, Othapatty, Veerapanjan,
Madurai - 625020.

19/09/2023

Dear **Dr.U.Divya,**

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 **"Anatomy"** 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 **Anatomy** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Anatomy** 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.

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 **Anatomy.**

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.

Prof. T. THIRU[illegible]
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.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
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: 19, First Floor, Karpaga Virutcham, Subashini Nagar, Othapatty, Veerapanjan, Madurai - 625020.

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.U.Divya

Signature:

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

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HR / App.Lt.PSAO /VM149/2021

To

Dr.T.Raju Kumaran,
46, Second Street,
Moovendar Nagar, Melur,
Kanyakumari - 625106.

02/12/2021

PROFESSIONAL SERVICE APPOINTMENT ORDER

Dear Dr.T.Raju Kumaran,

We are pleased to designate you as a **"Senior Resident"** in the department of **"Anatomy"** at Velammal Medical College Hospital & Research Institute, Velammal Village, Anuppanadi, Madurai - 625009, **with a minimum period of not less than two years commencing** from the data joining.

1. **Duties and Responsibilities of You:**

1.1 As a **"Senior Resident - Anatomy"** you will have a primary objective of promoting and developing **Anatomy** program at Velammal Hospital located at Madurai.

1.2 You shall take care of **Anatomy** cases of Velammal Hospital on Full time basis and also support Velammal Hospital and its units whenever required.

1.3 You 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.

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

1.5 You shall agree 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.

1.6 You shall Endeavour to create a specialist doctors team of your choice under your leadership in consultation with the Velammal Hospital management and you shall continuously provide necessary training to his team for continuous functional requirements of the department of **Anatomy**.

1.7 You shall perform your 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 your employment.

1.8 You shall advise Velammal Hospital on infrastructure and personal requirements as may be required in the department in order to perform the services suitably by submitting a feasible study.

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

"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

1.9 You shall share appropriate knowledge in your domain that will benefit promotional activities under Velammal Hospital banner.

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

1.11 You shall have sufficient professional indemnity insurance cover that gives you a secure work environment.

1.12 You shall exercise due care of all the assets / equipment belonging to Velammal Hospital at operation theatres, ICU, wards and OPD.

1.13 You shall also exercise diligence on usage of consumables and medicines.

1.14 You shall prescribe medicines in accordance with drug formulary approved by Velammal Hospital from time to time.

1.15 You 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. Service Conditions:

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

2.2 **Leave Facilities:**

2.2.1 Leave rules as per hospital policy

2.2.2 National & Festival holidays – 12 days

2.2.3 The Second Saturday will be the normal working day

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

3. Resignation from services:

i. 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. Professional services and fees

4.1 Components of professional fees:

a) Fixed Retainer:

i. An all inclusive Professional retainer fees of **Rs. 80000/-** (Rupees Eighty Thousand Only) per month has been fixed and the same will be credited into the yours account subject to deduction of appropriate statutory taxes on a monthly basis.

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

5. **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, Madurai - Tuticorin Ring Road, Anuppanadi, Madurai - 625009.

Senior Resident : 46, Second Street Moovendar Nagar, Melur Kanyakumari - 625106.

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

With Regards,

M.V.Muthuramalingam
Chairman

Velammal Medical College Hospital & Research Institute & VMC Specialty Hospital, Madurai

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

Signature :

Name : T.Raju Kumaran

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

VELAMMAL
MEDICAL COLLEGE HOSPITAL &
RESEARCH INSTITUTE

VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No. 6 /MO/ VMCH/2012. Dt. 14.05 .2012.

APPOINTMENT ORDER

Dr.A.David Ebenezer is appointed as Assistant Professor in the Department of Anatomy in Velammal Medical College Hospital & Research Institute, Madurai. He will be paid a consolidated salary of Rs 45,000/- (Rupees Forty five thousand only) per month, subject to the following conditions:

He is requested to report for duty on 11th June, 2012 to the Dean, Velammal Medical College Hospital & Research Institute.

If he intends to leave the Institution at any time, he is required to give prior notice of sixty days. He is eligible for leave in accordance with the leave rules of the Institution. He is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by him is found to be false at a later date or any material information is willfully suppressed, he is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

He is requested to produce the originals along with photo copies of the following documents for verification.

- Resume.
- Proof for date of birth.
- Certificate of Educational/Technical Qualification.
- Registration Certificate (Tamil Nadu Medical / Nursing Council)
- Service / Experience Certificate.
- Relieving order from the previous Institution.
- I.D.Card.
- Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)
- PAN Card.
- Form 16.
- Recent Passport size photo 3 copies.
- Community Certificate.

CHAIRMAN

To

Dr.A.David Ebenezer M.Sc.,

G5/101, Staff Quarters,

Chennai Medical College Hospital & Research Centre,

Irungalur,

Tricy – 621105

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

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HR/App.Lt.003/2018

30 Mar 2018

To

Dr.Veenalakshmi P
38, Middle Street.Madhichiam
Near Anna Bus Stand
Madurai 625020

Dear Doctor,

APPOINTMENT ORDER

Further to the interview you have had with us on **30 Mar 2018**, we are pleased to appoint you as **"Assistant Professor"** in the Department of **"Anatomy"** in Velammal Medical College Hospital & Research Institute, Madurai – 625 009. You will be paid a Gross Professional Fees of Rs.80,000/- (Rupees Eighty Thousand Only) per month.

You are requested to report for duty on or before **08 Jun 2018** and you will be reporting to the **"Dean"**, Velammal Medical College Hospital & Research Institute, failing which your appointment will stand cancelled without any notice.

You are required to give prior notice of Sixty days, when you intend to leave the Institution at any time, failing which you have to surrender two months' salary. You will be eligible for leave in accordance with the leave rules of the institution and will be governed by the Employees' Conduct Rules framed by the Management from time to time.

If any information furnished by you is found to be false at a later date or any material information is willfully suppressed, you will be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

You are requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational (UG /PG) /Technical Qualification.
- Registration Certificates
- Experience Certificate.
- Relieving letter from the previous Employer.
- I.D.Card / Address proof
- PAN Card.Form 16.
- Passport size photographs-9 Numbers
- Voter's ID, Driving Licence.

30/3/18

Prof.R.M.Raja Muthiah, M.S.,M.Ch.,
Dean

DR. RAJ KISHORE MAHATO
MCI Nodal Officer
Velammal Medical College Hospital
& Research Institute
Madurai-9

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.

"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

VELAMMAL
Medical College Hospital
& Research Institute
The healing touch

VM161/01.02.2023

PROFESSIONAL APPOINTMENT ORDER

To

Dr.P.Mythraeyee,
Shankar Labs,
122/244, Cherry Road,
Salem - 636001.

01.02.2023

Dear Dr.P.Mythraeyee,

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 **"Associate Professor"** in the department of **"Anatomy"** 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 **"Associate Professor"** you will have a primary objective of promoting and developing **Anatomy** program at Velammal Hospital located at Madurai.

2.2. The Consultant shall take care of **Anatomy** 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 **Anatomy.**

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.

Prof. T. THIRUNAVUKKARASU, M.D.,D.A.,
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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.110000/- (Rupees One Lakh Ten Thousand 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.

Consultant: Shankar Labs, 122/244, Cherry Road, Salem - 636001.

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.P.Mythraeyee

Signature: P. Mythraeyee

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

VELAMMAL
MEDICAL COLLEGE HOSPITAL &
RESEARCH INSTITUTE

VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No. 311 /MO/ VMCH/2012. Dt. 21.7.2012.

APPOINTMENT ORDER

Dr.Parineeta suman, is appointed as Assistant Professor in the Department of Anatomy in Velammal Medical College Hospital & Research Institute, Madurai. She will be paid a consolidated salary of Rs.80000/- (Rupees Eighty thousand only) per month. (Subject to the production of professional qualification and experience certificates)

She is requested to report for duty immediately to the Dean, Velammal Medical College Hospital & Research Institute, failing which her appointment stands cancelled without any notice.

If she intends to leave the Institution at any time, she is required to give prior notice of sixty days. She is eligible for leave in accordance with the leave rules of the institution. She is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by her is found to be false at a later date or any material information is willfully suppressed, she is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

She is requested to produce the originals along with photo copies of the following documents for verification at the time of joining duty.

- Resume.
- Proof for date of birth.
- Certificate of Educational/Technical Qualification.
- Registration Certificate (Tamil Nadu Medical / Nursing Council)
- Service / Experience Certificate.
- Relieving order from the previous Institution.
- I.D.Card.
- Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)
- PAN Card.
- Form 16.
- Recent Passport size photo 3 copies.
- Community Certificate.

CHAIRMAN

210712

Prof. T. [illegible] A.,
Velamm[illegible] Hospital
and [illegible]
Me[illegible] Road
Anup[illegible] 009, T.N.

VELAMMAL
MEDICAL COLLEGE HOSPITAL &
RESEARCH INSTITUTE

VELAMMAL EDUCATIONAL TRUST, MADURAI – 625 009.

Ref. No. 4 /MO/ VMCH/2012. Dt. 14.05 .2012.

APPOINTMENT ORDER

Dr.S.Raja Shankar is appointed as Associate Prof. in the Department of Anatomy in Velammal Medical College Hospital & Research Institute, Madurai. He will be paid a consolidated salary of Rs. 1, 08,000/- (Rupees One Lakh and eight thousand only) per month, subject to the following conditions:

He is requested to report for duty on 11th June, 2012 to the Dean, Velammal Medical College Hospital & Research Institute.

If he intends to leave the Institution at any time, he is required to give prior notice of sixty days. He is eligible for leave in accordance with the leave rules of the Institution. He is governed by the Employees' Conduct Rules framed by the administration from time to time.

If any information furnished by him is found to be false at a later date or any material information is willfully suppressed, he is liable to be removed from service forthwith without any notice whatsoever and without assigning any reason therefore and to such action as the Institution deems fit.

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- Service / Experience Certificate.
- Relieving order from the previous Institution.
- I.D.Card.
- Evidence for Residential Address (Driving License / Ration Card / Voter ID / Passport)
- PAN Card.
- Form 16.
- Recent Passport size photo 3 copies.
- Community Certificate.

CHAIRMAN

To
Dr. S.Raja Shankar,
B-15, Lakshmi Apartments,
Meenembal Street,
Melamaruvathur 603319

Prof. T. THIRU[illegible]KARASU, M.D.,D.A.,
Dean
Velammal Medical College Hospital
[illegible] Research Institute
[illegible]mmal Village"
[illegible] Ring Road
[illegible]-625 009, T.N.

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16/05/12

"VELAMMAL VILLAGE", MADURAI-TUTICORIN RING ROAD, ANUPPANADI,
MADURAI - 625 009. TEL : 0452 - 2698970, 0452 - 2698977.