

Terms & Conditions

1. If the Doctor/employee leaves due to any deficiency on the part of the hospital, NIBHAS HRD Solutions in no way bound to provide any replacement.
2. The employment related and all the communications with the proposed Doctor/employee before joining has to be directed/channeled through NIBHAS HRD SOLUTIONS only.
3. All the communications and correspondence to the proposed Doctor/employee should be through NIBHAS HRD SOLUTIONS channel of information.
4. The Conference call Interview has to be completed as earliest on CV approvals, considering the availabilities both sides.
5. The Offer Letter has to be issued through NIBHAS HRD SOLUTIONS with in 6 working days on successful completion of Interview.
6. The service charges to NIBHAS HRD SOLUTIONS are fixed as 30% of the salary fixed / agreed for the Doctor/employee.
7. The 50% of the aforesaid service charges are to be transferred to NIBHAS HRD Solutions Bank account within 2 days of the offer letter acceptance, and the balance 50% within 3 days of the joining.
8. One time replacement of the Doctor/employee can be considered on free of cost within 6 months of the joining, if the Doctor proposes to leave the job due to his job deficiencies/lesser efficiencies and the hospital unable to continue with the Doctor. For the same the hospital management has to inform /update the issues with NIBHAS HRD SOLUTIONS well in advance, giving us the opportunity to correct if any behavioral/non-technical issues.
If the reason for leaving is the misbehavior/misconduct from the hospital Management, NIBHAS HRD SOLUTIONS will not be responsible and no replacement will be considered.
9. Once a candidate is interviewed through the recruitment consultant and if the candidate is appointed within one year of such date, the Hospital/Organization is liable to pay service charge to the Recruitment Consultant. In the event of a dispute arising out of or in connection with or relating to the terms of this agreement, the Parties agree that they will attempt to settle the dispute by engaging with each other in good faith in a process of mediation/conciliation.
10. In case of failure to settle the dispute amicably all the issues or connection with this agreement shall be referred to an Arbitrator appointed mutually by both the Parties in accordance with and subject to provisions of the Arbitration and Conciliation Act, 1996 or any statutory modifications or reenactments thereof. The arbitration proceedings shall be conducted at Thrissur and in English / Malayalam language.

Accepted

