

Engagement of Bank's Medical Officer (BMO) on contract basis with fixed hourly remuneration

Applications are invited from eligible candidates for preparing a panel to fill up post of Bank's Medical Officer (BMO) on contract basis, for dispensary of NABARD at its Main Office Building/ Quarters located at Bankers Institute of Rural Development (BIRD), Krishnanagar Road, Bondel, Mangaluru, Karnataka-575008. The application should reach the Joint Director, Bankers Institute of Rural Development (BIRD), Krishnanagar Road, Bondel, Mangaluru, Karnataka-575008 **on or before 23th February 2025. A scanned copy of the application along with the relevant documents may be sent by email to bird.mangaluru@nabard.org.**

Eligibility Criteria

- i. Applicant should possess MBBS degree in the allopathic system of medicine of any university recognized by the medical Council of India.
- ii. Candidates having post graduate degree in General medicine can also apply.
- iii. The applicant should have a minimum of 2 (two) years' experience in any hospital or clinic as a Medical Practitioner.
- iv. The applicants should have their own dispensary or place of residence within a radius of 3-5 kms from the Bank's premises at afore mentioned location.
- v. The remuneration of the BMO on contract basis will be fixed with reference to the actual duty hours performed and will be all inclusive.
- vi. The Contract for engagement will be for a period of five years renewable on completion of the contract upto the age of 70 years subject to performance review.
- vii. The rate of remuneration and the duty hours is tabulated below:

Sr. No.	Location of Dispensary	Tentative Working Hours	Duties	Remuneration
1.	Bankers Institute of Rural Development (BIRD) Krishnanagar Road, Bondel, Mangaluru - 575008 Karnataka	1 hours per day (Monday to Friday)	Attending to patients	Rs.1000/- per hour for the first three years of contractual service and Rs.1200/- per hour on completion of three years of contractual service. Out of total monthly remuneration so payable, a sum of Rs.1000/- per month may be treated as conveyance expense. As such, no separate conveyance charges to be payable. In addition to the remuneration, the facility of reimbursement of mobile charges @ Rs.1000/- per month will be provided.

- viii. NABARD reserves the right to review the rate of remuneration from time to time and alter the duty hours and location of dispensary at its discretion, in case it becomes expedient to suit administrative and operative requirements. Accordingly, the selected candidate may have to attend dispensaries of the Bank as advised from time to time in addition to those mentioned above.

- ix. Interested and eligible candidates may please make an application in the prescribed format as at Annexure – I (C). The application should be sent in a cover super scribed 'Application for the post of BMO on contract basis.

Selection Procedure:

- i. Bankers Institute of Rural Development (BIRD), Mangaluru will be conducting an interview of selection of panel of Medical Officers on contract basis, with fixed hourly remuneration.
- ii. Selection will be made through interview of eligible candidates. The Bank reserves the right to raise the minimum eligibility standards etc., in order to limit the number of candidates to be called for interview. The decision of the Bank in this regard will be final. The Bank will not entertain any correspondence with the applicants who have not been called for the interview.
- iii. The shortlisted applicant/ s after interview will be subjected to medical tests/ submit Medical Fitness Certificate as per prescribed norms before engagement as BMO.
- iv. Candidates selected for the post will be appointed subject to their being found medically fit and acceptance of Terms and Conditions as per Annexure – I (A).

Note: In case of any dispute, English version will prevail.

ANNEXURE I

Terms and Conditions for engagement of the services of BMO (on contract basis) with fixed hourly remuneration

- i. The engagement would be initially for a period of five years (which would / may be reduced appropriately so that the prescribed maximum age of 70 years would remain unchanged) which may be extendable in blocks of five years by mutual agreement. Beyond 70 years till the attainment of 75 years age, renewal of contract may be done by mutual agreement on annual basis subject to review and Medical Fitness. The engagement here under can be terminated at any time by one month's notice on either side.
- ii. BMO will provide medical attention/advice etc. to the staff.
- iii. BMO will make substitute arrangements of a *locum* acceptable to the Bank at his/her own cost wherever he/she is not in a position to attend the dispensary. The name of the substitute doctor may be communicated to the Bank. The facility of locum will be eligible for 30 days only in a calendar year beyond which remuneration in lieu of absence will not be paid.
- iv. BMO will be required to inform the Bank in a manner as prescribed by the Bank before proceeding on leave and share the details of locum doctor attending the duty in his/her absence. The locum or the substitute doctor should have adequate computer knowledge.
- v. BMO will be responsible for ensuring that the substitute doctor is aware of extant medical guidelines of the Bank.
- vi. BMO need not attend duties on Bank holidays, however he/she will not be eligible for Bank holidays in case the total absence including weekly holiday exceeds two consecutive days. He/she should, however, be available "On call" on such Bank holidays to attend to emergencies or make proper arrangements for a substitute doctor in the event of unavoidable absence.
- vii. BMO shall maintain the strictest secrecy regarding the NABARD's affair and the affairs of its constituents and shall not divulge, directly or indirectly, any information of a confidential nature either to a member of the public or the NABARD's staff, unless compelled to do so by judicial or other authority, or unless instructed to do so by a superior officer.
- viii. BMO will not favor or promote any medicine brand / Specialist doctor / Chemist / Laboratory / Hospital in an unwarranted manner.
- ix. In case of office exigencies, BMO may be required to attend Bank's dispensary at Bank's Office or any other place on non-working days also, if required.
- x. BMO will not be provided any residential accommodation by the Bank.
- xi. The Bank reserves its right to terminate the contract at any time without any notice if there is a breach of terms and conditions of the contract or your performance is found unsatisfactory, in the opinion of the Bank.

ANNEXURE II

Illustrative list of duties to be performed/services to be rendered by the BMO on Contract Basis

1. Provide medical advice/consultation including online consultation to serving/retired staff and their medical dependent.
2. Provide free administration of injections, dressings etc. on the merits of each case to employees at Bank's dispensary during the dispensary hours.
3. Issue order forms (Credit slip), through Dispensary application or in any manner as prescribed by the Bank, to the approved chemists of the Bank for supplying drugs or injections required for curative purpose to the Bank's serving and retired staff/medical dependents.
4. Issue credit slip for hospitalisation of staff members/medical dependents whenever necessary.
5. Provide recommendation through Dispensary application or in any manner as prescribed by the Bank on the treatment taken by Bank's staff/dependents for submitting their medical claim.
6. BMO shall visit, as and when required by the Bank, any member of the staff at their residence. For such visits, you will be payable for this purpose.
7. Refer staff and their family members to specialists, if considered essential and to certify such essentiality.
8. Arrange for prophylactic inoculations, etc. for various diseases, at Bank's cost whenever considered necessary by the Bank.
9. Extend guidance and support for securing hospital facilities in local well-known hospitals for the staff and their family members, as and when required.
10. Visit hospitals or diagnostics labs for the purpose of empanelment as and when advised by the Bank.
11. Visit NABARD referred patients in hospital undertaking treatment for more than one month and provide interim report on the course of treatment provided to the patient.
12. If and when required to do so, he will carry out detailed medical check-up and certify in the forms as may be prescribed by the Bank from time to time, as to the state of health and / or fitness for services of any employee of the Bank.
13. Facilitate the conduct of medical camps or awareness programme in the staff quarters in association with Resident Welfare Association.
14. If and when required to do so, he/she will carry out detailed medical check-up and certify in the forms as may be prescribed by the Bank from time to time, as to the state of health and / or fitness for services of any prospective employee who may be selected for appointment in the Bank's service.

15. Attend duty at BIRD-Mangaluru office or at its quarters, in case of office exigencies, on non-working day also, if required.
16. Stay updated with extant medical guidelines issued by the Bank from time to time and discharge duty as per the instructions.
17. Sensitise and encourage staff members to undergo health checkup facility for prevention of health issues.
18. BMO shall perform any other related duties as considered necessary by the Bank.
