



स्टील अथॉरिटी ऑफ इण्डिया लिमिटेड
STEEL AUTHORITY OF INDIA LIMITED
एलॉय स्टील्स प्लांट
ALLOY STEELS PLANT

संदर्भ संख्या : ASP-PL-Rectt.-2(26)/2026/3

दिनांक : 06/03/2026

To

Dr Sumit Malik

Telmarui Road, Bardhaman,
West Bengal PIN-713101

विषय Subject: सेवा के लिए अनुबंध पर नियुक्ति/ Engagement on Contract for Service

Dear Sir,

We are pleased to avail your services as a General Duty Medical Officer (GDMO) on Contract for Service in Alloy Steels Plant, Plant Medical Unit / SAIL. This engagement is for a period of one year, commencing from date of joining. This engagement may be further extended/ renewed for a period of one year subject to your annual performance review. Following shall be the terms and conditions of your engagement:

1. Your monthly remuneration shall be **Rs 90,000/-** (Rupees Ninety Thousand) subject to deduction of taxes, if any. Please note income tax and other related statutory compliances are your responsibility and the Company will not be liable for the same.
2. The above monthly remuneration rates shall be applicable for engagement for a minimum 8 hours a day for six days in a week or 48 hours a week. Further, if engagement is for less than 8 hours per day/ 48 hours a week, the rates may be pro-rated accordingly. The monthly rate shall not exceed the maximum prescribed limit of the respective category.
3. Besides above, you are eligible for the following benefits:
 - i) Company accommodation (2BHK or equivalent categories) on payment basis, if desired, subject to availability. The rent and other charges for electricity, water, etc. shall be payable by you. No HRA will be admissible.
 - ii) Post-paid SIM under CUG and mobile phone expenses (including monthly call charges, monthly rental and applicable taxes) with the monthly ceiling of Rs 350/-
 - iii) Medical benefits for self and spouse only at the respective hospital, without any refers.
 - iv) 10 days leave in a year subject to prior approval.

4. OTHER TERMS AND CONDITIONS

- 4.1 Your engagement is purely of temporary nature and shall not create any right for regular appointments on any grounds, whatsoever.
- 4.2 No PF/Gratuity or any others benefit unless and until specified, indicated in this communication shall be payable.
- 4.3 You shall be liable to give your service in emergent condition or as per requirement even beyond the normal assigned working hours. There shall also be no claim for extra remuneration/benefit for each condition/extra hours.
- 4.4 You shall not be eligible for Non-Practicing Allowance. However, private practice would be allowed subject to the condition that there shall be no disruption in the working hours assigned to you during your engagement in SAIL Plants/Units.

4.5 TERMINATION OF CONTRACT



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- 4.5.1 Your engagement on Contract for service with the Company can be terminated by giving one month's notice by either of the party.
- 4.5.2 The Contracts can be terminated by the company forthwith under the following conditions /circumstances:
- If there is evidence of your being medically unfit and likely to continue to be medically unfit for a considerable period of time and cannot discharge normal duty hours. The decision of the Company regarding fitness or otherwise shall be conclusive and binding on the Doctor(s) so engaged.
 - In case of poor performance.
 - In case of moral turpitude, conviction by a Court of Law, insolvency, loss of license to practice, grave misconduct or financial irregularity.
- 4.6 In case of any failure on your part to comply with the stipulations as enumerated under Clause 4 above, apart from making you liable for action by Company under the law, you will be liable to forfeit all the remaining dues payable by the Company.
- 4.7 Use of Company's Assets:
- You shall be responsible for proper use of all the assets provided by the Company pursuant to the engagement.
 - On expiry or termination of Contract, you shall immediately return all assets of the Company which were given by the Company.
5. Your engagement on Contract for service will carry following rules & responsibilities:
- You shall not assign or delegate any of the rights/duties under this Contract.
 - You shall be assigned responsibility to run the PMU & OHS round the clock running in three shifts. You may be called to attend duty beyond your normal duty hours due to emergency occurred at Plant.
6. As a token of acceptance of the above terms & conditions and roles & responsibilities, you are requested to sign the duplicate copy of this letter and return to us, preferably before **21.03.2026**.

Thanking You,
Yours faithfully
For and on behalf of SAIL/ASP

दशरथ रवानी/ Dashrath Rawani
सहायक महाप्रबंधक(मानव संसाधन) / AGM(HR)

I have read, understood and accepted my role and responsibilities and terms & conditions stipulated above.

Name:

Signature:

Date & Place: