

TERMS & CONDITIONS OF CONTRACTUALLY ENGAGED
RETIRED PERSONNEL

The retired person on his contractual engagement under OPTCL shall abide by the following terms and conditions:

1. Such engagement is purely temporary and shall be terminated at any time without giving any reasons or notice to that effect.
2. He / She has to produce fitness certificate from Medical Officer I/c OPTCL Power Hospital before joining his assignment.
3. The Technician-Electrical, so engaged, shall have to produce valid Workman /Lineman Permit issued by ELBO within a period of three months from the date of his engagement.
4. The duty hours as has been prescribed for the regular employees of OPTCL shall be the same for the contractually engaged retired personnel. Attendance shall be taken through biometric system. In case of non-availability of biometric system, the usual form for maintaining attendance shall be followed.
5. The duties and responsibilities of the contractually engaged retired personnel will be same as prescribed for regular employees of OPTCL of the same grade / designation. However, the concerned Unit Head/Branch Officer, where he /she is posted, shall reserve the right to assign any other work(s) as and when required.
6. The concerned Unit Head / Branch Officer is the controlling authority of such contractually engaged personnel who shall appraise Director (HRD) about his / her performance at the end of every month for review.
7. On such contractual engagement, he/she is entitled to only monthly consolidated remuneration and no such other claims like allowances and privileges allowed to regular employees shall be entertained.
8. In the event of proceeding outside the station of his / her place of engagement for official work no T.A or D.A shall be extended. However, in some exceptional cases, the same shall be allowed subject to approval of the Competent Authority of Corporate Office.
9. Coverage of ESI, EPF and Insurance Scheme prevailing in OPTCL shall not apply.

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10. He/she is required to discharge the duties and responsibilities assigned to him/her maintaining official secrecy / decorum. Detection of such lapses shall be liable for termination of such engagement without giving prior notice or any compensation to that effect.
11. During the tenure of contractual engagement, any loss or damage to OPTCL property caused due to irresponsibility of the contractually engaged person, shall be recovered from his/her monthly consolidated remuneration. If the monthly remuneration is not sufficient to compensate such loss, the balance amount shall be recovered from his / her pension.
12. OPTCL management reserves the right to change / alter the terms and conditions as and when required.

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