

Ref: CHR 170619

Date: June 12, 2017

To,

Dr. Joseph Alexanand Davis

520-A, Sector-15, Part -I Gurugram

Phone No:9891888937

Subject: **LETTER OF APPOINTMENT AND TERMS & CONDITIONS OF APPOINTMENT**

Dear Dr. Joseph Alexanand Davis,

1. We are pleased to inform that subsequent to your joining the post, the competent authority is pleased to appoint you on the post of **Professor -Biotechnology Department** w.e.f. **June 12, 2017** at Faculty of Engineering and Technology in Manav Rachna International University. You shall be placed in the pay band of PB-4 37400-67000 (Grade Pay-10000) with basic pay of Rs. 50890/- (Rupees Fifty Thousand Eight Hundred and Ninety only). Your total emolument as per present policy shall be as under. Your total emolument as per present policy shall be as under :

Basic Pay	50890
Dearness Allowance	26463
HRA	10178
Medical Allowance	500
Personal Pay (to be adjusted at time of next review)	6969
Gross Pay (per month)	95000

2. Terms and conditions of your appointment shall be as under: -
 - a) **Type of Appointment and Probation:** Your appointment shall be on probation for a period of one year from date of joining your duties. Your performance will be reviewed during this period. If your work and conduct is found to be up to the mark, you shall be confirmed on the post within a period of three months from the date of completion of one year of service.. In case you are not confirmed formally after completion of one year of service, the probation may be further extended for a period of one more year. In this eventuality, your work and conduct shall be reviewed periodically during this period. You will be considered for confirmation on the completion of 2 year of service based upon your appraisal and will be confirmed from the date succeeding the completion of 2 year of service. If your service and conduct is considered up to the mark. If your service and conduct is not considered up to the mark, your services shall be dispensed with immediately without giving any notice or an opportunity for hearing.
 - b) **Place of posting:** Initially, your place of posting shall be MRIU and you will report to ED &Dean. However, you may be transferred at any other place within India or abroad on the rolls of University or otherwise in the interest of work.
 - c) **Duties:** Your duties will be as assigned by the authority of the University as designated by the Board of Management. Unless otherwise expressly provided for, your whole time shall be at the disposal of the University and you shall serve the University in such capacity and in such a manner and at such places as you may, from time to time, be directed by the university.
 - d) **Conditions of Service:** You will be governed by the Conditions of Service as applicable to your post and notified in the relevant Statutes/Ordinance(s) / Regulations.



- e) **Leave:** You will be entitled for leave as per Leave Rule, 2011 approved by the Board of Management.
- f) **Provident Fund , Gratuity, Insurance and Leave Encashment:** The MRIU does not have any scheme of Provident fund and Gratuity, however other benefits shall be payable /admissible as per the provisions in the Statutes/Regulations and the policy followed by the university from time to time.
- g) **Supervision and Secrecy:** You will work under the authority as designated by the Board of Management from time to time. You will carry out instructions given to you by your Superiors in connection with the work assigned to you satisfactorily and perform your duties diligently to the best of your ability and in the best interest of the University. You will not at any time or times, without the consent of the University disclose, divulge or make public except under legal obligations, any of the policies, processes of the University, whether the same may be confided or become known to you in the course of your service or otherwise.
- h) **Attendance:** You will be required to observe a six days working schedule (Monday to Saturday) as per policy and your hours of attendance shall be regulated to suit duties entrusted to you from time to time. You will be required to mark your attendance regularly as per policy of the University.
- i) **Outside Occupation:** While in service you will be a full time employee of the University, and as such you will not directly or indirectly engage yourself in any other employment /business, trade, profession, and / or private tuition or other work to which any emolument or honorarium is attached, part time or otherwise. However, this prohibition shall not apply to the work undertaken in connection with examination of other Universities / Institutes, Apex / Statutory Bodies, Public Service Commissions or to any literary work or publication or TV / Radio Talk or Extension Lecture etc. Vice Chancellor / Board of Management may permit any other academic work on specific request. You will not leave your station of posting without prior approval of the competent authority even on holidays.
- j) **Studies:** While in the service of the University, you will not engage yourself in any studies or professional courses full time, without prior written permission of the competent authority, which shall be granted at the sole discretion of the University. However, you may engage yourself for studies / professional courses part time or through Distance Education / On line/ e-learning etc. provided that it does not hampers your performance in the discharge of your normal duties. You may be permitted to undertake studies / professional courses full time as per policies of the University as notified from time to time.
- k) **Communication:** Any communication sent by registered post at your address, as intimated by you in writing from time to time shall be deemed in all circumstances to have been received by you within three days of the dispatch irrespective of the fact that you do or do not in fact receive the said communication. Your address for the purpose of this clause shall be as notified in the record of the University at the time of your appointment. Any change in the said address must be furnished by you in writing and a receipt for recording the said change must be obtained by you from the University.
- l) **Code of Conduct:** You will observe the Code of Conduct notified by the University and professional ethics as required from you in the discharge of your normal duties as notified by University Grants Commission or otherwise. If you are found to be engaged in any kind of misconduct, insubordination, criminal breach of trust or any act or conduct detrimental to the interests of the University or act of moral turpitude or indiscipline, your services may be dispensed with without giving any notice but not before giving you an opportunity to present your case. However, in such case, decision of the competent authority shall be final.
- m) **Payments and disputes :** All payments under this offer of employment or otherwise shall be due and payable only at Faridabad or the place of your posting, if otherwise. Any dispute related to payment of dues or otherwise shall be subject to the jurisdiction of courts of Faridabad / Punjab and Haryana High Court at Chandigarh only. However, any dispute arising out of your appointment in the University, may be referred to a Tribunal of arbitration, on your request, consisting of one member appointed by the Board of Management, one member nominated by you and an Umpire appointed by the Chancellor. The decision of the Tribunal in such case shall be final and no suit shall lie in any Civil /Labor Court in respect of matters decided by the Tribunal. Every such request shall be deemed to be a submission to arbitration, upon the terms of this provision, within the meaning of Arbitration Act, 1940.
- n) **Adherence to the Byelaws, Ordinance, Rules / Regulations etc.:** You will be bound by the Byelaws, Ordinance, Rules / Regulations etc. of the University as notified for the being in force in the



University or notified from time to time in general. You will keep yourself abreast of any change or notification of Byelaws, Ordinance, Rules / Regulations etc. at your own. Ignorance of any such Byelaws, Ordinance, Rules / Regulations etc. shall not provide you any immunity in whatsoever manner.

- o) **Resignation:** You may resign from your service by giving minimum one month notice in writing or depositing one month salary in lieu thereof, to the University. Similarly, the Board of Management may also terminate your services without assigning any reason, after giving you one month notice or one month salary in lieu thereof. However, this condition shall not be applicable, if your services are dispensed with due to misconduct and / or an act of moral turpitude by giving you due opportunity to explain your position. Moreover, resignation shall not be considered if it is conditional or rendered during the leave period and you shall not eligible to proceed on leave during the notice period except for Casual / Medical Leave.
- p) **Relieving from duties:** You will be required to handover the charge held by you in the University including equipment, apparatus, books, learning materials, records and such other articles belonging to the University to the person assigned by the competent authority within the notice period and obtain 'No Dues Certificate' from all concerned in writing at all places where you have worked during the service with the University including all Centers / Branches dealing centrally, as prescribed from time to time. You will not get yourself relieved at you own without getting proper relieving certificate from the University.
- q) **Condition of having more than one spouse:** You will not have more than one living spouse until and unless permitted by the Law.
- r) **Eventuality not covered above:** In the matters not covered above, you will be governed by the Byelaws/ Ordinances / Rules / Regulations notified by the University from time to time.

Your appointment is subject to submission of following original documents:

- a. Medical fitness certificate from Medical Officer designated by MRIU
- b. Two Character Certificate cum references
- c. Ten latest passport size photographs.
- d. Original testimonials / certificates in respect of qualifications and experiences (to be returned after verification immediately) along with two sets of attested copies.
- e. Proof of last salary drawn in the form of Pay Slip / Certificate or Form-16 as per IT Act issued by the Employer.
- f. Copy of Passport / PAN Card / Ration Card / Voter ID Card

In case the terms and conditions expressly enumerated hereinbefore are acceptable to you, please sign the duplicate copy of this letter on all pages in token of your having understood the aforesaid Conditions of Service and having accepted the same and return it to the University for records.

Yours Sincerely,

Dr. M.K. Soni
ED & DEAN

Dr. N.C. WADHWA
VICE CHANCELLOR

I have understood the Terms and Conditions of my appointment as enumerated above and accept the same.

Signature Joseph Alexand Davis Date: 17/06/2017

Name: **Dr. Joseph Alexanand Davis**

Designation: **Professor - Biotechnology Department**

Employee Code: **06/01/006/1/032/5000587**





MANAV RACHNA
Vidyanatarikshah

57

Date : 12/06/2017

To,

The Deputy Registrar

SUBJECT : JOINING REPORT

Respected Sir,

With reference to the Offer Letter No. CHR 170537 Dated 10/05/2017
I, DR. JOSEPH ALEXANAND DAVIS hereby join my duty in MANAV RACHNA INT. UNIVERSITY
on the forenoon/afternoon of 12/06/2017 as PROFESSOR - BIOTECHNOLOGY I, therefore,
request you to accept my joining and advice me what formalities I have to fulfill.

Thanking You,

Your Sincerely,

Joseph Alex Anand

Name : DR. JOSEPH ALEXANAND DAVIS

Designation : PROFESSOR - BIOTECHNOLOGY

Institute / Centre / Unit / School : MANAV RACHNA INTERNATIONAL UNIVERSITY

Shobha Shrivastava
Signature of DR/AR/AO





MANAV RACHNA
Ividyanatarikshal

JOINING PROFORMA

1. Name (in Block Letters) : **JOSEPH ALEXAND DAVIS**

2. Father's / Husband's Name : **IGNATIUS DAVIS**

3. Date of Birth : **17/07/1961**

4. Marital Status : **MARRIED**

5. Category Sex **M** Religion **CHRISTIAN** Nationality **INDIAN**

6. Present Residential Address : **520A, FIRST FLOOR, SECTOR-15,**
PART-1, GURGAON-122001

Phone No. : **9891888937**

7. Permanent Residential Address : **- AS ABOVE -**

Phone No. :



8. Educational Qualification (Certificate Enclosed) in reverse chronological order :

S. No.	Qualification	Board/Univeristy	Year of Passing	Subject	% Marks	Remarks
1	Ph.D.	DR. MGR MEDICAL UNIVERSITY	1995	BIOCHEMISTRY	-	-
2	M.Sc.	BHARATHIYAR UNIVERSITY	1988	BIOCHEMISTRY	67.9	-
3	B.Sc	UNIVERSITY OF MADRAS	1982	BIOCHEMISTRY	76.8	-

Earlier Job Experience : (Last Pay Certificate enclosed) in chronological order :

S. No.	Name	Period		Nature of Job	Reason for Leaving	Remarks
		To	From			
1	DAIICHI-SANKYO INDIA PHARMA LTD	31/01/2017	01/07/2010	DRUG DISCOVERY IN DIABETES, INFLAMM	RESIGNATION	-
2	RANBAXY LABORATORIES LTD	30/06/2010	05/05/2004	"	COMPANY ACQUIRED BY DAIICHI	-
3	ORCHID PHARMA	21/04/2004	08/05/2003	RESEARCH SCIENTIST - BIOTECHNOLOGY	PAY BETTER OPTION IN RANBAXY	-
4	THE BURNHAM INST UCSD, SAN DIEGO	2003	1998	POST-DOC RESEARCH - BIOLOGY	-	-

10. Details of dependent family members :

S. No.	Name	Sex	Age	Relation
1	K. SHYAMALA	F	48 Yrs	WIFE
2	DR. AMENDA DAVIS	F	23 YRS	DAUGHTER
3	JOSHUA DAVIS	M	15 YRS	SON





11. PAN NO. : AGRPD8604L

12. Passport No. : _____ Date of Issue : _____

13. Blood Group : AB +ve

14. Disease (if any) : - NIL -

15. Hobbies & Interest : MUSIC, GARDENING,

16. Any other Relevant Information : _____

17. Whom should we contact in case of any emergency : K-SHYAMALA

Phone No. : (O) _____ (R) _____ MOBILE NO. 9911074062

JOINING DECLARATION

The above information is true, correct and complete to the best of my knowledge and belief.

I have thoroughly read and understood the terms and conditions as stipulated in the appointment letter. The same are acceptable to me. I understand that any violations of the terms and condition as stipulated in the said letter may result in loss of my employment.

I have never been involved in any antisocial or criminal activities. No such case is pending against me in any of court of law in India or abroad.*

I shall sincerely and diligently perform the duties assigned to me at MANAV RACHNA INTERNATIONAL UNIVERSITY and endeavor to maintain highest standards of discipline, performance and integrity.

Joining Date : 12.06.2017 Forenoon / Afternoon _____

Signature with Date : Joseph Alex Davis
12/06/2017

Name (In Block Letters) : DR. JOSEPH ALEXAND DAVIS

Shobhe Shivlani
SIGNATURE OF DR/AR/AO

*If Otherwise, give details

