Fortis Escorts Hospital
Jawahar Lal Nehru Marg,
Malviya Nagar, Jaipur – 302 017 (Rajasthan)
Tel : +91 141 254 7000
Appointment : +91 141 409 7007
Ambulance : +91 141 254 7009
E-mail : contactus.jaipur@fortishealthcare.com
Website : www.fortishealthcare.com

Private & Confidential

February 24, 2026

Mrs. Deepika Joshi
GID 218023
Senior Manager-Human Resources

Revision of Compensation Structure

Dear Mrs. Deepika,

Consequent to changes in compensation policy, your compensation structure is being revised with effect from January 01, 2026 as per the attached annexure.

Your compensation is subject to statutory deductions as applicable from time to time. Your appointment will be governed by the terms & conditions applicable to your band and grade category including that of notice period.

We look forward to having your contributions and enriching association in the years ahead.

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Annexure – Strictly Confidential

Name	Mrs. Deepika Joshi			
GID	218023			
	Existing		**Revised**	
Designation	Senior Manager		Senior Manager	
Band Level	2A		2A	
Compensation As On	June 01, 2025		January 01, 2026	
Salary Components	**Rs. PM**	**Rs. PA**	**Rs. PM**	**Rs. PA**
Basic	47930	575160	47930	575160
House Rent Allowance	35950	431400	47930	575160
Children Education Allowance	2000	24000	0	0
Conveyance Allowance	7500	90000	8053	96636
Special Allowance	22542	270504	11457	137484
Sub Total	**115922**	**1391064**	**115370**	**1384440**
Statutory & Retiral Components				
Provident Fund	1800	21600	1800	21600
Gratuity	2305	27660	2857	34284
Sub Total	**4105**	**49260**	**4657**	**55884**
Fixed CTC	**120027**	**1440320**	**120027**	**1440320**
Variable Pay	6500	78000	6500	78000
Cost To Company (CTC)	**126527**	**1518320**	**126527**	**1518320**
Company Hospitalisation Scheme (CHS)	3350	40200	3350	40200
Personal Accident Insurance (GPA)	30	360	30	360
Group Term Insurance (GTL)	310	3720	310	3720
Sub Total	**3690**	**44280**	**3690**	**44280**
Total Cost To Company (TCTC)	**130217**	**1562600**	**130217**	**1562600**

Please refer to the next page for standard terms and conditions.

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Standard Terms and Conditions:

* Target Variable Pay for the year 2025-26 would be payable to you subject to the organization meeting the targets and you meeting the performance parameters/ targets as defined for yourself by the reporting head and as per company policy.
* Individual compensation structure is subject to change without affecting emoluments adversely.
* Individual compensation package is confidential and is expected not to be shared with other employees.
* Applicable tax to be borne by the employee.
* Any other allowances if applicable will be paid over and above TCTC.
* Subsidized food facility is available in most of the Fortis office locations along with complementary tea/coffee during working hours (for more details refer to the unit specific guidelines).
* The premium rates for CHS,GPA,GTL are subject to change basis the revised policy resulting in further change in your CTC and TCTC breakup.
* The premium rates for GPA,GTL are subject to change basis the revised policy resulting in further change in your CTC and TCTC breakup.
* CHS limit is currently INR 4,00,000 /- for self and family as per policy.
* Personnel Accident Insurance cover is currently INR 45,00,000 /- for self as per policy.
* Group Term Life Insurance cover is currently INR 45,00,000 /- for self as per policy.

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