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

May 30, 2025

Mrs. Deepika Joshi
GID 218023
Senior Manager-Human Resources

Annual Performance & Salary Review 2024-25

Dear Mrs. Deepika,

As we continue to build our strength for expansion and growth, it remains an imperative to reimagine, realign & redefine exemplary patient care amidst the new realities of healthcare. Our key to sustained success lies in empowering our most valuable asset – "Our People".

We would also like to inform you that your performance in the past year has been commendable, having surpassed expectations at several occasions. **Congratulations and well done.**

In our endeavour to recognize the special place you hold, we are pleased to inform that your compensation(TCTC) is being revised to **INR 15,62,600/-** per annum effective **April 01, 2025. Refer Attached Annexure.**

Further, in line with our variable pay plan for **FY 2024-25**, you are being awarded variable pay amounting to **INR 50,433/-**.

Your compensation is subject to statutory deductions as applicable from time to time. All other terms and conditions of your appointment remain unchanged. You will be governed by the policies, 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, 2024		April 01, 2025	
Salary Components	**Rs. PM**	**Rs. PA**	**Rs. PM**	**Rs. PA**
Basic	40820	489840	47930	575160
House Rent Allowance	30620	367440	35950	431400
Children Education Allowance	2000	24000	2000	24000
Conveyance Allowance	7500	90000	7500	90000
Special Allowance	16076	192912	22337	268040
Sub Total	**97016**	**1164192**	**115717**	**1388600**
Statutory & Retiral Components				
Provident Fund	1800	21600	1800	21600
Gratuity	1963	23556	2305	27660
Sub Total	**3763**	**45156**	**4105**	**49260**
Fixed CTC	**100779**	**1209348**	**119822**	**1437860**
Variable Pay	5370	64440	6500	78000
Cost To Company (CTC)	**106149**	**1273788**	**126322**	**1515860**
Company Hospitalisation Scheme (CHS)	3190	38280	3190	38280
Personal Accident Insurance (GPA)	44	528	45	540
Group Term Insurance (GTL)	660	7920	660	7920
Sub Total	**3894**	**46728**	**3895**	**46740**
Total Cost To Company (TCTC)	**110043**	**1320516**	**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.
* 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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