

Terms & Conditions :Dedicated Hiring

- A full time dedicated developer will work only for your projects. He will NOT work for another customer work even when he has no work to do at a particular moment of time.
- He/She will be joining general RP meetings (normally HR and general project issues are discussed in the meeting, normally held on first Saturday, once in a month) leaving any other works.
- He /She will work 165 hours on an average. However minimum committed hours is 160 hours. In case average hours is less than 165 hours we will adjust cost with last month bill or on every 6 month, whichever is earlier. In case of daily hiring it is 8 hours. This does not include lunch hours.
- Normal RP office hours is 10 AM to 7 PM with a 1 hour gap lunch break. 5 days a week. Except public holidays.
- The dedicated developer will be online as per your instruction. You are free to communicate with him via skype(or any other method) during his office hours. He will work as per your schedule and priority. RP will not intervene in anyway in any task unless requested.
- He/she will report his, attendance and daily work through a project management system. You can check it any time. Should you have any question or doubt, you can contact RP authority and demand for clarification.
- You can hire a developer by making just an advance payment of 15 days work. This amount will be adjusted with the first month bill. In case of weekly hiring it is 4 days only.
- In the first 15 days, if not satisfied, cancel the deal without giving any notice. We will refund the money of the un-used days. After 15 days, you can terminate the deal with a 15 days' notice. For weekly you can cancel with a 7 days notice only.
- Billing cycle monthly. We will always bill in the first week of next month of earlier months work.
- Payment should be made or at least initiated within 10 days you receive the bill. If the payment is delayed for a reason not acceptable to us, we may temporarily change the billing model from postpaid to prepaid until all dues are cleared.
- A dedicated developer will inform you before taking any short leave. In case of any long leave we will either arrange another developer for that period or adjust with the bill.
- Confidentiality - We will keep all personal information, IP rights confidential to any 3rd party. A developer will keep his RP identity hidden for any communication with your client.
- A dedicated developer is free to use any RP core library, module in your project and you will have use, modification and distribution licence for unlimited time. We will never ask for any royalty or additional cost for these core classes / modules/ scripts.
- In case a monthly dedicated developer leaves permanently and we assign a developer who never worked on your projects, we will provide 30% discount to allow the new developer to learn. This will compensate your loss from leaving and reduce your risk to a large extent.
- Though unlikely, but RP will have the right to replace an existing developer with a new developer with a 15 days notice.
- RP will waive the 30% of the first month bill of a new developer for any 3 months or higher contract . The cost will be adjusted in the 3rd month bill. This is to offset the cost to get started with the new project environment, framework, understanding an existing system etc.
- If RP replaces a dedicated developer before the project ends (this may happen at rare cases),

RP will arrange for a new developer and allow a 30% billing discount on that month to offset the cost to get started for the new developer.

- In case you are hiring a team developer, he is likely to work on an existing team under a senior developer working and/or under a RP project manager. In case the senior developer / project manager is not hired on a dedicated basis by you, it is likely that their involvement hours will be billed as per standard RP rates. The same applies in case of senior developer hiring when he requires professional involvement from other developer / project manager.
- Unless mutually agreed, you don't bear the cost of any hardware / software or anything else used by the developer.