

## DRIVER EMPLOYMENT AGREEMENT

This Agreement is made and executed at Nagpur on this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, by and between:

**Employer: Central India Cabs** Registered Office: New Manish Nagar, Near MIHAN, Nagpur, Maharashtra - 440037. Represented by: \_\_\_\_\_ (Proprietor/Partner) (Hereinafter referred to as the "Employer")

AND

**Employee (The Driver): Name:** \_\_\_\_\_ **Father's Name:** \_\_\_\_\_ **Permanent Address:** \_\_\_\_\_ **Driving License No:** \_\_\_\_\_ **Badge No:** \_\_\_\_\_ **Mobile Number:** \_\_\_\_\_ (Hereinafter referred to as the "Driver")

### 1. APPOINTMENT & DESIGNATION

The Employer appoints the Driver for the position of **Commercial Vehicle Driver** effective from \_\_\_\_\_. The Driver agrees to operate the vehicle assigned to him for Local, Outstation, and Corporate duties as directed by the Employer.

### 2. SALARY & ALLOWANCES

- 2.1. Monthly Salary:** The Driver shall be paid a fixed monthly salary of ₹ \_\_\_\_\_ (Rupees \_\_\_\_\_).
- 2.2. Daily Allowance (Bata):**
  - Local Duties (12+ hours): ₹ \_\_\_\_\_ per day.
  - Outstation Duties (Overnight): ₹ \_\_\_\_\_ per night.
- 2.3. Incentives:** Performance-based incentives (if any) will be discretionary and based on clean driving record and customer feedback.
- 2.4. Payment Date:** Salary will be credited/paid by the \_\_\_\_\_th of every month.

### 3. ROLES & RESPONSIBILITIES

The Driver agrees to:

- 3.1. Vehicle Maintenance:** Perform daily checks of oil, water, tyre pressure, and battery. Ensure the vehicle is washed and cleaned (interior & exterior) *daily* before reporting for duty.
- 3.2. Logbook:** Maintain an accurate Logbook/Duty Slip for every trip, recording Start KM, End KM, Time, and Fuel filled.

- **3.3. Uniform:** Wear the prescribed uniform and shoes while on duty. Maintain high standards of personal hygiene and grooming.
- **3.4. Punctuality:** Report to the assigned pickup point 15 minutes before the scheduled time.

## 4. CASH HANDLING & FUEL

- **4.1. Cash Deposit:** Any cash collected from customers (for tolls, parking, or trip fare) must be deposited with the Employer **daily** or within 24 hours of return from an outstation trip. Withholding company cash is a criminal offense.
- **4.2. Fuel Efficiency:** The Driver must maintain a minimum average mileage of \_\_\_\_\_ **KMPL** (e.g., 14 km/l for Innova, 18 km/l for Dzire). Shortfalls in mileage due to rash driving or fuel theft will be deducted from the salary.

## 5. PROHIBITIONS & MISCONDUCT

Immediate termination without notice will occur for:

- **5.1. Alcohol/Drugs:** Driving under the influence of alcohol or drugs.
- **5.2. Personal Use:** Using the company vehicle for personal trips or carrying unauthorized passengers (family/friends) without written permission.
- **5.3. Misbehavior:** Any rude behavior, argument, or harassment of passengers (especially female safety violations).
- **5.4. Rash Driving:** Validated complaints of speeding, racing, or dangerous driving.

## 6. TRAFFIC VIOLATIONS & DAMAGES

- **6.1. Challans:** The Driver is personally responsible for paying all traffic fines (speeding, signal jump, wrong parking, no seatbelt, no uniform) incurred during his duty.
- **6.2. Accident Damage:**
  - If an accident occurs due to the **Driver's negligence**, the Driver is liable to pay the *insurance deductible amount* (File Charge) + 50% of the repair cost not covered by insurance.
  - If the accident is not the Driver's fault (Third Party fault), the Employer will handle expenses.

## 7. LEAVE POLICY & TERMINATION

- **7.1. Weekly Off:** The Driver is entitled to \_\_\_\_\_ weekly off(s) per month, scheduled by the Employer.
- **7.2. Notice Period:** Either party may terminate this employment by giving **15 days' notice**.
- **7.3. Absconding:** If the Driver leaves the job without notice or handing over the vehicle keys/cash, the pending salary will be forfeited.

## 8. INDEMNITY

The Driver agrees to indemnify the Employer against any criminal or civil liabilities arising from his illegal acts (smuggling, crime) while using the company vehicle.

**IN WITNESS WHEREOF**, the parties have signed this agreement on the day and year first above written.

**For Central India Cabs:**

(Employer Signature)

**Driver Signature:**

(I agree to the Terms & Conditions)

**Witness:**

1. \_\_\_\_\_ (Name & Contact)

**Attachments Required for File:**

1. Copy of Driving License & Badge.
2. Copy of Aadhaar Card.
3. **Original** Police Verification Certificate (PCC).
4. Two Passport Size Photos.
5. Current Local Address Proof (Electricity Bill/Rent Agreement).