

14<sup>th</sup> January 2025

**NURIZATI BINTI OMAR @ MUSTAPHA**

880813-11-5744

Lot 458,  
Belakang Taman Desa An-Nur,  
Panji, 16100 Kota Bharu,  
Kelantan.

Dear Nurizati,

**CONTRACT FOR SERVICE**

**1. EMPLOYMENT AND DESIGNATION**

We have pleasure in offering you appointment as **Locum Physiotherapist (Physio On The Go)** with effect from **5<sup>th</sup> December 2024**.

**2. EMPLOYEE'S OBLIGATIONS**

We refer to the above. We are pleased to engage your services subject to the following terms and conditions;

**3. SERVICE PERIOD**

Six (6) months effective 5th December 2024 until 4th June 2025.

#### **4. SERVICE FEE**

The Company shall pay and the Employee shall receive a commission based on the table below. These rates are the minimum baseline and these shall increase depending on the current treatment price.

<b>Area of coverage (State)</b>	<b>Minimum rate of commission (per session)</b>	<b>Commission rate of any treatment conducted at Physiogo Centre</b>
<b>1. Johor</b>	<b>RM65</b>	<b>RM50</b>
<b>2. Melaka</b>	<b>RM60</b>	<b>-</b>
<b>3. Pahang</b>	<b>RM40</b>	<b>-</b>
<b>4. Negeri Sembilan</b>	<b>RM60</b>	<b>-</b>
<b>5. Selangor</b>	<b>RM75</b>	<b>RM50</b>
<b>6. Perak</b>	<b>RM40</b>	<b>-</b>
<b>7. Terengganu</b>	<b>RM40</b>	<b>-</b>
<b>8. Kelantan</b>	<b>RM40</b>	<b>-</b>
<b>9. Pulau Pinang</b>	<b>RM40</b>	<b>-</b>
<b>10. Kedah</b>	<b>RM40</b>	<b>-</b>
<b>11. Perlis</b>	<b>RM40</b>	<b>-</b>
<b>12. Sabah</b>	<b>RM40</b>	<b>-</b>
<b>13. Sarawak</b>	<b>RM40</b>	<b>-</b>
<b>14. Wilayah Persekutuan</b>	<b>RM75</b>	<b>RM50</b>

#### **5. SERVICE HOURS**

Your service hours are depending on the patient's need and demand.

#### **6. MILEAGE CLAIMS**

For the purpose of house call physiotherapy sessions and other related company matters, you may claim travel refunds at RM0.90 per kilometer (Car) or RM0.40(Motorcycles). Subject to change and payment rate will be determined by the employer. (Subject to change and payment rate will be determined by the employer)

## 7. NOTICE OF TERMINATION

During the period of your serving, your service with the company may be terminated by the employer with (48) hours' notice in writing and employees need to give at least (2) weeks to the company for termination. After signing the offer letter, you are not advisable to reject the offer as it will cause inconvenience for both parties.

## 8. REPORTING

You shall take direction from the Operational Trainer or as directed by the Company's Management.

## 9. SERVICE LOCATION

You shall render your services in locations/premises that will be assigned to you from time to time depending on slot availability and patients request.

## 10. SLOT AVAILABILITY

Please notify your availability by putting slots in the Google Calendar for each week **at least 3 days in advance**. This will allow us to schedule appointments with our clients and ensure that our center runs smoothly.

## 11. CANCELLATION POLICY

We understand that unforeseen circumstances can arise, but we request that you **avoid canceling appointments at the very last minute**. If a cancellation is necessary, we ask that you give us as much notice as possible **at least 3 days before** so that we can make alternate arrangements for our patients.

## 12. CODE OF CONDUCT

You are expected and required to comply with the Physiotherapist Guideline which will be furnished upon commencement of service.

## 13. RELATIONSHIP WITH COMPANY

This arrangement shall not be construed as employment and you are not qualified to participate in or to receive any employee benefits that the Company may extend to its employees. As such, the company shall not be responsible for any payments to any statutory bodies nor shall we be held liable for any termination benefits if this arrangement ceases. Tax matters and any statutory obligations shall be your sole responsibility. As a

Contractor, you agree that the Company shall have no liability or responsibility on tax matters as well as statutory obligations on any amounts paid by the Company to you.

#### **14. HANDLING ANY DAMAGE OCCURS IN PATIENT HOUSE DURING TREATMENT**

You shall be responsible for the loss and damage to the property in the patient/client house during treatment. You shall take all necessary steps to prevent theft, loss, damage to or misuse of assets belonging to the patient/client, and shall be reported immediately to the immediate superior. Physiogo shall not be responsible for any loss or damage in the patient's house/ office.

#### **15. ACCESS AND FACILITIES**

You shall be granted access to the Company's records and/or information and provided with reasonable facilities that are necessary for the efficient discharge of his duties and responsibility. This is applicable if you are doing treatment in Physiogo centers.

#### **16. BACK DEALING**

You should not be involved in any back door dealing with customers during the period of your employment. Every transaction/ promotion/ close deal must be done through Physiogo and this shall be made with proper system and SOP. Employee who committed to such action will render himself to immediate termination including blacklisting from any Physiogo future opportunities and his last commission will not be reimbursed.

#### **17. AMENDMENTS TO ANY LAWFUL ACT**

(Employment Act, Malaysian Physiotherapist Association, or any act that the company is obligated to follow). The Company reserves the right to amend any or all the terms and/conditions based on the current lawful act such as Employment Act, Malaysian Physiotherapist Association, or any act that the company is obligated to follow. If there is an update on the act that may or may not affect the employment status (requirement to work as in Level of Education, Education major, Experience, Certificates etc) therefore, the employer will need to give a few terms and conditions to the employee (Further studies, Training, etc and this will fully bear by the employee unless with the CEO consideration). The Company may terminate the Employee's employment forthwith without any notice or payment in lieu thereof if the employment is contradicted with the MPA or any act.

## 18. AMENDMENTS TO TERMS AND CONDITIONS

The Company reserves the right to amend any or all the terms and/conditions either in part or in whole in accordance with prevailing requirements and/or circumstances, provided always that such amendments shall not be significantly derogating from the generality of the purpose of this contract, consent to which the Employee shall not unreasonably withhold.

## 19. BREACH OF LAW

Any employee who is criminally convicted or is convicted of any other offenses in any court of law, and irrespective of the severity of the punishment, which may likely jeopardize the image of the Company or adversely affect his employment relationship with the Company, may render himself liable to disciplinary action including dismissal.

If terms and conditions above are acceptable to you, please confirm your acceptance by signing and returning the attached copy of this contract for service to the undersigned.

Last but not least we take this opportunity to welcome you to Physiogo Sdn Bhd and look forward to many years of mutually rewarding relationship

Yours faithfully,  
**PHYSIOGO SDN BHD.**



**MOHAMAD ARIF BIN MOHD YUSUF**  
Chief Executive Officer (CEO) of Physiogo Sdn Bhd

---

I, .....NIRC.....

hereby confirm that I accept the offer of employment terms and conditions as set out above.

Signature : .....

Date : .....