

COMPANIES MUST SPELL OUT ALL CONDITIONS IN OFFER LETTERS: M D PAI

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R M Consulting reached out to **Mr Mohandas Pai**, former Director on the Board of Infosys, and currently Chairman of the Board of Manipal Global, for a quick Q&A on whether there is a need for greater transparency on the part of companies during job interviews.

Q. While recruiting in future, should companies categorically spell out all the conditions that could make them withdraw a job offer, beyond typical ones as it later emerging that the job applicant had falsified information during the interview process, etc.?

Ans: Yes, we have seen too many pull backs over (the) last 10 years.

Q. Should a “force majeure” clause now specifically find mention even in job offer letters handed out by companies so that a withdrawal of the offer at a later stage due to some cataclysmic event does not come as a bolt from the blue to the person to whom such an offer had been made earlier?

Ans: Yes, time for business to do that. In good times, people accept but 10/15% do not join.

Q. Should in the absence of any specific force majeure clause mentioned in the job offer letter, companies shall pay some amount of compensation if it suddenly withdraws a job offer, and if so, what should be the quantum of such compensation?

Ans: No compensation (is) to be paid as there is no contract till joining.