

Workmen's Compensation Insurance Policy

Presenting the Workmen's Compensation Insurance Policy

The Workmen's Compensation Insurance Policy provides coverage for the payment of compensation to employees for injury or death caused by accidents arising during the course of employment. The policy provides for:

- Indemnity against legal liability to all employees under the Workmen's Compensation Act 1923 and subsequent amendments to the said Act prior to the date of issue of the policy
- Indemnity against legal liability under the Fatal Accidents Act, 1855 and
- under Common Law

What does this policy cover?

The Workmen's Compensation Insurance Policy compensates the employer against his liability to accidental injuries (including fatal) sustained by the employees while at work.

The policy can be taken by any employer whether as a principal or as a contractor to cover his liability towards employees under the statute and common law. The policy also provides for payment of legal costs and expenses incurred with the company's consent.

The policy reimburses the amount of compensation subject to the provisions of the Workmen's Compensation Act as under:

- Where employment injury results in death, 40% of the monthly wages of the deceased workman multiplied by the relevant factor or Rs. 80,000, whichever is more.
- In the case of permanent total disablement, 50% of the monthly wages of the injured workman multiplied by relevant factor or Rs. 90,000, whichever is more.

- In case of permanent partial disablement,
- For an injury specified in Part II of Schedule I, the percentage of loss-of-earning capacity caused by the injury applied to the compensation payable for permanent total disablement.
- For an injury not specified in Schedule I, the percentage of permanent loss-of-earning capacity as assessed by a qualified medical practitioner applied to the compensation payable for permanent total disablement.
- In the case of temporary disablement, total or partial, a half monthly payment equivalent to 25% of monthly wages of the workman to be paid in accordance with the provisions of the Act.

What additional covers does this policy offer?

You can get additional coverage under the Workmen's Compensation Insurance Policy.

Liability in respect of occupational diseases to workers arising out of and during the course of employment is covered. Additionally, medical, surgical and hospital expenses, and the cost of transport to hospital for accidental injuries during employment, are also covered. The broader coverage is available on payment of extra premium.

What does this policy not cover?

The general exclusions are given below:

- War group and nuclear group of perils
- Liability to employees of contractors of the insured (unless specifically declared)
- Liability of insured assumed under an agreement
- Any sum which the insured would have been entitled to recover from any party but for an agreement between the insured and such party

This is not an exhaustive list. For a detailed list of exclusions, please read our policy terms and conditions.