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GOVERNMENT OF PUNJAB

DEPARTMENT OF HEALTH & FAMILY WELFARE

(HEALTH-4 BRANCH)

NOTIFICATION

The 9th July, 2021

No.08/06/2021-5H4/2214.- Whereas, on the request of Maharaj Sawan Singh Charitable Hospital, Beas, district Amritsar seeking exemption from the provisions of E.S.I. Act, 1948, matter was referred to E.S.I. Corporation for comments/advice. The E.S.I. Corporation constituted a Committee for this purpose and the report submitted by the Committee was forwarded to the Department of Health & Family Welfare, Punjab for taking appropriate decision by the Government of Punjab;

Whereas, the report of the Committee has been examined and it has been brought on record that the employees of the Maharaj Sawan Singh Charitable Hospital, Beas, district Amritsar are in receipt of substantially similar/superior benefits to the benefits provided under the E.S.I. Act, 1948;

Now, therefore, in exercise of the powers conferred under Section 87 of the E.S.I. Act, 1948, the Governor of Punjab is pleased to exempt Maharaj Sawan Singh Charitable Hospital, Beas, district Amritsar from the provisions of the E.S.I. Act, 1948 subject to the following conditions:-

- I. The Management of Maharaj Sawan Singh Charitable Hospital, Beas, district Amritsar shall continue to extend all benefits to its employees as per Annexure-A (enclosed) as being currently provided and none of these benefits shall be withdrawn/curtailed during the currency of the exemption.
- II. The exemption shall be applicable for one year i.e. 09.07.2021 to 08.07.2022 which can be renewed for which the concerned Institution/Hospital shall submit an application for renewal three months before the date of expiry of the exemption period, as per the provisions of the Act *ibid*.

Chandigarh
The 9th July, 2021

HUSSAN LAL, IAS,
Principal Secretary to Govt of Punjab,
Department of Health & Family Welfare.

Annexure-A

Comparative statement of benefits being provided under the ESI Act and by the employer M/s Maharaj sawan singh charitable Hospital Beas, ESI Code no. 29/66732/1404

SL. NO.	TYPE OF BENEFITS UNDER ESI ACT, 1948	ENTITLEMENT FOR BENEFIT UNDER THE ACT	DURATION OF BENEFIT UNDER THE ACT	RATE OF BENEFIT OF UNDER THE ACT	SCALE OF BENEFIT PROVIDED BY THE EMPLOYER
A	B	C	D	E	F
01.	Medical Benefit (MB)	One should be an Insured Person	From day one of entering Insurable employment to till date in insurable employment and during the corresponding benefit period	Reasonable Medical care, Super-Specialty treatment, comprehensive medical care & clinical investigation as per eligibility	Hospital is a multispecialty charitable hospital providing all the medical facilities par excellence to the public in the catchment area free of cost, as well as its employees. This hospital is set up with the sole motive of serving the humanity. The Super-Specialty treatment is being provided through Group Medical Insurance for insured sum of Rs. 2.00 Lakhs/ family/ year. The policy relating to Medical Care & facilities for Hospital Employees is annexed as Annexure-I The policy documents of New India Assurance Co.Ltd are annexed as Annexure-II
02	Sickness Benefit (SB)	78 days in relevant Contribution Period	Up to 91 days in two consecutive Benefit Period	70% of average Daily wages	Payment for the period of Medical Leave is restricted to the Med. Leave at credit i.e. @ 7 days/ year. Period of Sick Leave beyond that is adjusted from the other Leaves at credit viz. EL/CL at their credit. Every year, each employee is credited following leave at their credit: Sick Leave-10, Casual Leave-7 and Earned Leave-30 days. Note- Un-utilized Earned Leave are meant for encashment.
03	Extended Sickness Benefit	156 days in 4 consecutive Contribution period	124 to 309 days may be extended to 730 days in case of specified long-term diseases	80% of average Daily wages	In a single case it is paid after approval from Trustee. However, no such mandatory scheme is available. Ms. Paramjit who is suffering from Chronic Renal failure has been paid a sum of Rs.156028/- from May 20 to May 2021. In rest of the cases, paid Medical Leave is restricted. In rest of the cases, paid Medical Leave is restricted to the Med. Leave at credit i.e. @ 7 days/ year. Period of Sick Leave beyond that is adjusted from the other Leaves at credit viz. EL/CL at their credit.
04	Enhanced Sickness Benefit	78 days in one Contribution Period	7 days/14 days for male/female insured person respectively undergoing sterilization operation	100% of average Daily wages	Paid Medical Leave is restricted to the Med. Leave at credit i.e. @ 7 days/ year. Period of Sick Leave beyond that is adjusted from the other Leaves at credit viz. EL/CL at their credit.

05	Temporary Disabling Benefit (TDB)	From day one of entering Insurable employment	As long as the temporary disablement lasts.	90% of average Daily wages	Paid Medical Leave is restricted to the Med. Leave at credit i.e. @ 7 days/ year. Period of Sick Leave beyond that is adjusted from the other Leaves at credit viz. EL/CL at their credit.
06	Permanent Disabling Benefit (PDB)	From day one of entering Insurable employment	For whole life	Depending upon loss of earning capacity of Insured Person	The employer is providing personal Accident Insurance Policy for insured sum of Rs.1.00 Lakh per annum per family.
07	Dependent Benefit (DB)	From day one of entering Insurable employment	Paid to the dependents of the Insured Person. Who dies as a result of employment injury, in manner as detailed in Rule 58	90% of average Daily wages, Shareable in fixed proportion.	The employer is providing personal Accident Insurance Policy for insured sum of Rs.1.00 Lakh per annum per family. In case of death of an employee while in service, an amount of Rs.6.00 Lakh is paid to the nominee under Employees Deposit Link Insurance Scheme as part of EPF. Even if an employee dies while in service due to any natural cause, all efforts are made to recruit one of the Dependents as per the eligibility criteria of the post. The employer has provided appointment on Compassionate grounds to a widow Mrs Radhika Sharma w/o Late Dr.Rohit Sharda. The documents are annexed as Annexure-III.
08	Maternity Benefit (ESB)	70 days in immediately preceding 1 or 2 consecutive Contribution Period	26 weeks in case of normal delivery for 1st two surviving child thereafter 12 weeks. 06 weeks in case of miscarriage. 12 weeks for commissioning/adoption mother.	100% of average Daily wages	Compensated as per the conditions of Maternity Benefit Act, 1961.
09	Confinement Expenses	No condition other than insurable employment	Up to two confinements	Rs.5000/- per case of confinement to an Insured Woman or an Insured person in respect of his wife in case of confinement outside ESI institutions.	All medical facilities available at the Hospital are provided free of cost to public in the catchment area as well as to the employees and families of the Hospital.
10	Funeral Expenses	From day one of entering Insurable employment	For defraying expenses on funeral of an Insured Person	With the enhancement of Funeral Expenses to Rs.15,000/-	The arrangement/expenditure on ceremonies/last rites are borne by the Hospital. The policy documents relating to providing Funeral Services are annexed as Annexure-IV.

11	Medical Care to Insured Persons	After superannuation/r retirement on VRS/ PDB after being in insurable employment for 5 years/ spouses of such deceased Insured Persons/spouses receiving Dependent Benefit.	On yearly basis	Medical facility within ESIC on payment of Rs.120/- for self and spouse	All medical facilities available at the Hospital are provided free of cost to public in the catchment area as well as to the employees and families of the Hospital. The policy documents and details of employees who are being provided medical care services to retired employees in MSSS Hospital are annexed as Annexure-V . List of employees who opted for Honorary/Voluntary Services on retirement. They and their family are provided all benefits by the Hospital/Society throughout life. Annexed as Annexure -Va
12	RAJIV GANDHI SHRAMIK KALYANA YOJANA (RGSKY)	Insurable employment for the last 2 years with 78 days contribution paid/payable in each Contribution Period, Involuntary Unemployment due to closure of factory, retrenchment or permanent disablement due to non-employment injury>40%	For a maximum period of 24 months. Vocational training of up to 1 years for upgrading skill of Insured Person receiving unemployment allowance.	1.Unemployment allowance at the rate of: i) 50% of last average daily wages -0 to 12 Months ii)25% of last average daily wages-13 to 24 Months 2.Medical care for self and family during receipt of unemployment allowance.	The question of closure of Hospital does not arise. As such no employee is retrenched/rendered unemployed. However, an employee can be adjusted in the other Hospital run by the Society.
13	ATAL BIMIT VYAKTI KALYAN YOJANA (ABVKY)	Insurable employment > 02 years, > 78 days in preceding Return of Contribution	Once in lifetime.	50% of average Daily wages, up to 90 days	No such scheme of relief to the employees losing employment is available.
14.	Higher Education Benefits/ Incentives				In addition, the employer is providing benefits for Higher Education. The policy documents are annexed as Annexure-VI . The employer is providing opportunities for Higher Studies (Diploma & Graduate Level Courses) in RayatBahra University/Institution to the wards of Honorary Sewadars/ParsadiSewadars/Employees of RSSB/MJSMRS/DMV/RSSB EES/Private shop Allottees and Punjab Police Personnel deputed at DERA. The

					policy documents are annexed as Annexure-VI. The employer is providing Educational Benefits & other Incentives to Children. The policy documents are annexed as Annexure-VII.
15.	Vocational Rehabilitation Allowance under Rule 60	Not more than 45 years of age and disability not less than 40% due to Employment Injury.	Training in any field in a Govt. Institution or Govt. accredited Institution as per the norms of the Vocational Rehabilitation Centre/Institution.	*Conveyance charges at normal rate/second class railway/bur fare as applicable. *Expenditure charged by the centre or Rs.123/- per day, whichever is more.	No such scheme/benefit is available with the employer.

The above comparison against each benefit may please be pursued for further necessary action regarding exemption request by the Employer.

Sd/-	Sd/-	Sd/-
(Dr. Vinod Gupta)	(Laxmi Narayan Meena)	(Dilwar Singh)
SMO, MGG	AD, RO- Punjab	AD, SRO Jalandhar.

2342/7-2021/Pb. Govt. Press, S.A.S. Nagar