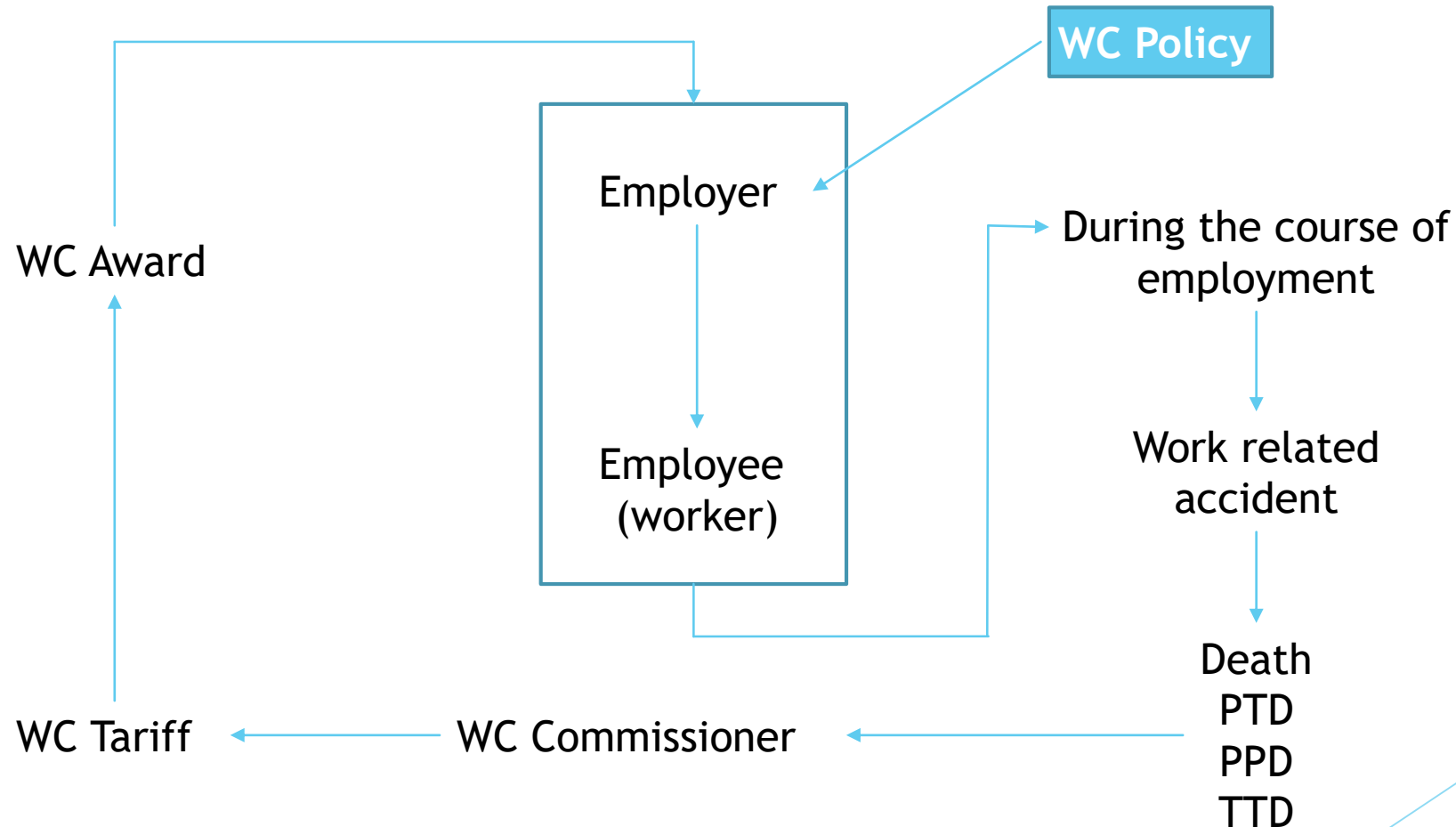


Workmen (employee) Compensation Policy

Presentation Path

- How WC Insurance works
- Coverage
- WC Requirements
- WC Award
- WC Exclusion

As per WC Act, 1923



WC Insurance

- Covers the liability of the Employer towards his employees, under
 - WC Act, 1923
 - Fatal Accident Act, 1855
 - At Common Law

Coverages

The Tariff provides for two forms of insurance viz :

- ❖ Table “A” - Indemnity against legal liability to all employees (whether or not coming within the definition of the term Workmen) under the WC Act, 1923 and subsequent amendment to the said Act
Prior to the date of issue of the policy, the Fatal Accidents Act, 1855 and at Common Law
- ❖ Table “B” - Indemnity against legal liability under the Fatal Accident Act, 1855 and at Common Law. (Table “B” policies may not be issued to cover employees who fall within the definition of “Workmen” under the Workmen’s Compensation Act , 1923 as amended)

Coverages

- Accidents arising out of & in the course of one's employment
- Liability of the employer under WC act for :
 - Death
 - PTD (Permanent Total Disability)
 - PPD (Permanent Partial Disability)
 - TTD (Temporary Total Disability)

Workman

- Workman is any person employed for the purpose of the Employer's Trade or Business.
- An Employer is liable to pay compensation as per the WC Act for any Worker, irrespective of designation or compensation.

“During the course of Employment

- WC claims are for accidents within work premises and during work hours. However, they can also be for work related accidents beyond the premises and before or after official hours of work.
- At the time of injury, workman must have been engaged in the business of the employer and must not be doing something for his personal benefit.

Important Points

- The term engaging includes regular salary/wages, overtime, value of boarding/lodging, housing accommodation, bonus and all perquisites, privileges or benefits in cash or kind.
- Wages adjustment statement should be obtained from the insured at the renewals and premium to be adjusted accordingly.
- Actual earnings to be submitted to insurance company within one month of the expiry of the policy.
- All people should be included in the policy. Selection of person is prohibited .
- Usually policy is issued for a period of 12 months, however it can be less than 12 months in case of specific contracts of work.
- WC is usually on un-named basis.

WC Insurance - Requirements

- It is mandatory for the employer to pay the WC award to the worker.
- A WC policy will indemnify the WC Award.
- Some principal clients mandate that a WC policy is necessary for a sub-contractor to qualify for the techno-commercial bid.
- No installment facility.
- Rates based on benefits of the Ordinances & Common Law of the Country.

WC Award

- Fatal Claim : 50% of the monthly wages * relevant factors (age dependent)
- PTD : 60% of the monthly wages * relevant factors (age dependent)
- PPD : 60% of the monthly wages * relevant factor (a/d) * disability% as per schedule of WC Act.
- TTD : Half monthly wages * pro-rata days reckoned as per Doctor's report. For claims less than 28 days, deductible of 3 days.

WC Exclusions

- War & allied perils
- Liability to employees of contractor
- Any employee who is not a workman within the meaning of the law
- Any contractual liability
- For any injury as a result of workman under the influence of drinks or drugs
- Willful disobedience of the workmen to an order/rule framed for the purpose of securing the safety of the workmen.
- Willful removal or disregards by the workman of any safety guard or other device provided for the purpose of securing his safety.



Contact Us



F-1, Bora Landmark, Lane No. 10, Paud Road, Krishna Colony, Paramhan • Pune,
Maharashtra 411038 • India



+91 97655 51600



prashant.n@accurateinsurance.co.in



www accurateriskmanagers.com

Thank You