

The Indian Workmen's Compensation Act 1923 provides for the payment of compensation by the employer to his employees (for their dependents in the event of fatal accidents) if personal injury is caused to them by accidents arising out of and in the course of their employment.

The Workmen's Compensation policy covers the liability of an employer for employment injury (including death) sustained by any employee who is a 'workman' as defined under Workmen Compensation Act.

The policy provides financial relief from two types of liabilities:

1. Employer's legal liability to the Employees under the Indian Workmen's Compensation Act 1923 and subsequent Amendments of the said Act prior to the date of issue of the policy, under the Indian Fatal Accidents Act, 1855, and at common Law.
2. Employer's legal liability to the employees under the Indian Fatal Accidents Act, 1855 and at common law.

It also covers liability in respect of diseases mentioned in Part C / schedule III of WC Act, on additional premium; which arise out of and in the course of employment.

The policy can also cover medical, surgical, and hospital expenses including the cost of transport to hospital for accidental employment injuries, on payment of extra premium.

The policy does not have a Sum Insured but the estimated "Earnings" of the workmen for the policy period is mentioned on the policy. The Premium rate depends on the occupation of the workmen and his/her annual "Earnings"

The maximum compensation payable is upon the following scale (as per W.C. Amendment Act 2000)

- Fatal Injury - Rs.4, 57,080
- Permanent Total Disablement - Rs.5, 48,496
- Permanent Partial Disablement - According to incapacity caused
- Temporary Disablement - Rs. 2000 per month upto a period of 5 years

This insurance does not cover any interest and/or penalty which may be imposed on all insured or an insured on account of failure to comply with the requirements of the said Workmen's Compensation Act, 1923 as amended.

For more information or specific queries contact us on info@optima.co.in