

## EMPLOYEES COMPENSATION INSURANCE POLICY Sales Literature

In an increasingly global work environment, employee rights have rapidly moved forward. To protect organizations from the threat of expensive lawsuits and large compensation pay-outs, HDFC ERGO has the Employees' Compensation Insurance Policy (EC)

The employees' compensation insurance is the primary method by which an employer can demonstrate the ability to satisfy the obligations imposed by the employees' compensation statutes. It is compensation payable under a scheme set out in the Employees' Compensation Act of India, monitored by the Ministry of Labour

The policy covers statutory liability of an employer for the death of or bodily injuries or occupational diseases sustained by employee in the Insured's immediate service and arising out of and in the course of employment

Employer's liability insurance covers for bodily injury to employees occurring within the scope of their employment when that liability is not covered by employees' compensation

### RELEVANT STATUTES AND LAWS UNDER EMPLOYEES' COMPENSATION POLICY

The policy covers legal liability of an employer under:

- Employees' Compensation Act, 1923, and subsequent amendments of the said Act prior to the date of issue of the policy
- Common Law

### WHO NEEDS THESE POLICIES?

- Any employer, whether as a principal or contractor, engaging "employees" as defined in the Employees' Compensation Act
- Any employer of employees who do not qualify as "employee" but share an employee-employer relationship

### PLAN COVERAGE

- Death
- Permanent total disablement
- Permanent partial disablement
- Temporary disablement
- Legal costs and expenses incurred with the company's consent

### EXTENSIONS

- Actual medical, surgical and hospital expenses including the cost of transport to hospital for accidental employment injuries
- Any compensation for diseases mentioned in Part 'C' of Schedule III of the Employees' Compensation Act, 1923, which arise out of and in the course of employment
- Employees in the employment of contractors performing work for the Insured while engaged in the Business in respect of which this policy is granted

### EXCLUDED AREAS

- Any injury which does not result in fatality or partial disablement for a period exceeding 3 days
- The first 3 days of disablement where the total disablement is less than 28 days
- Any non-fatal injury caused by any accident directly attributed to:
  - Influence of drinks or drugs
  - Willful disobedience of an order for securing safety to the workman
  - Willful removal or disregard of a safety guard device

- War group and nuclear group of perils
- Liability to employees of contractors of the Insured (unless separately declared and covered)
- Medical Expenses (unless separately declared and covered)
- Liability of the Insured assumed under an agreement
- Diseases mentioned in Part 'C' of Schedule III of the Employees' Compensation Act, 1923
- Any penalty/interest imposed on the Insured under any law
- Any change in statute provisions after the policy has commenced

### YOU CAN REQUEST A QUOTE TODAY

For more information about our Employees' Compensation Policy and the full range of HDFC ERGO Casualty Insurance products contact your local broker or HDFC ERGO representative.

### ANTI REBATING WARNING

As per Section 41 of the Insurance Act 1938, as amended, the practice of rebating is prohibited, as follows: No person shall allow or offer to allow, either directly or indirectly, as an inducement to any person to take out or renew or continue an insurance in respect of any kind of risk relating to lives or property in India, any rebate of the whole or part of the commission payable or any rebate of the premium shown on the policy, nor shall any person taking out or renewing (or continuing) a policy accept any rebate, except such rebate as may be allowed in accordance with the published prospectus or tables of the insurer. Violation of Section 41 of the Insurance Act 1938 as amended shall be punishable with a fine which may extend to ₹10 Lakhs.