

Regulatory ALERT

15 Feb 2018

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TeamLease is uniquely positioned to address the requirements in the domain of regulatory and labour law compliances. At TeamLease, our key focus is to translate the knowledge on upcoming developments in the area of Labour Law Compliances.

We thought one such way to solve that is through our, "Regulatory ALERT" system. This will provide information on recent regulatory changes happened in Labour Laws and also explains the implications and says how to implement those changes in order to make the regulatory functioning Smooth.

We had extended this platform to all our esteemed clients to create awareness on these changes in regulatory functioning so as to ensure complied in all Labour Law related areas.

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Notifications and Circulars..,

Title: **Provision of Two Dispensary/IMP under ESIC**

Description: ESIC vide circular dated 07th February 2018, introduced an additional benefits to all Insured Women/ Insured Persons to choose two dispensary/IMP through an employer which includes one for self and one for their families. For further details please find the attached notification for your reference.

Notified and effective from: **07th February 2018.**

Applicability: This option will be applicable only to the employees whose gross earnings are less than or equal to Rs. 21,000/-

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❖ Team Lease Views Points and Required Actions:

- Two Dispensary / IMP facility has been extended to employees eligible for ESIC benefit, for availing all medical services
- Two Dispensaries - One for self and one for his/her Family (In case of his family residing in a different City /Location)
- Changing of Dispensary/IMP details has now been restricted to 2 times for each eligible employees
- Important to collect the correct address from the eligible employees in ESI declaration form I on their joining.
- ESIC has provided with the list of Dispensaries basis the State –District – Area/Locality on their online portal. With the employee addresses, nearest dispensaries to be matched and mapped
- For existing employees, the said options are available. In case of any changes /updates required, a fresh declaration to be obtained.

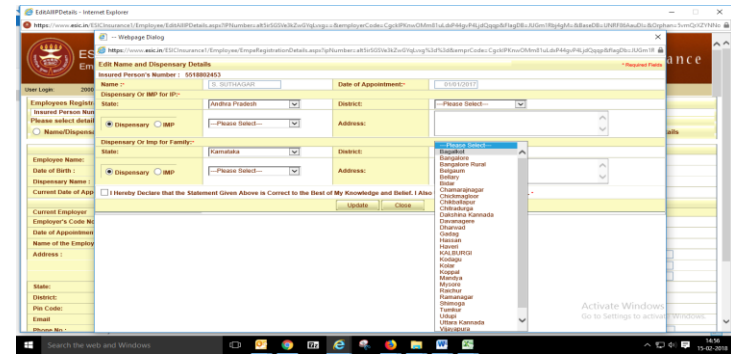
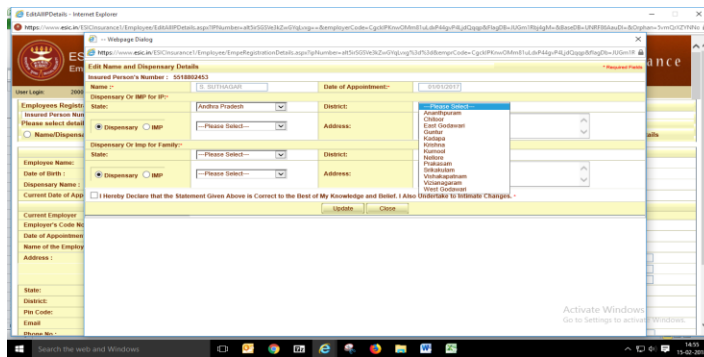
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Screen Shot showing the provision available in the online declaration form under ESIC

a. Existing IP's:



b. New IP's:

