

**1. The Workmen's Compensation
Act, 1923
Notification
The 5th November, 1993**

No. S.O. 111/MC.a. 8/23/S. 20/93.—In supression of Government of Punjab Department of Labour and Employment, Notification. No. S.O. 22/C.A. 8/23/S. 20/91, dated the 6th May, 1991, and Notification No. S.O. 41/C.A. 8.23/S.20/93 dated the 29the March, 1993 and in exercise of he powers confered by sub-section (1) of section 20 of the Workmen's Compensation Act, 1923 (Central Act, No. VIII of 1923) and all other powers enabling him in this behalf, the Governor of Punjab is pleased to appoint all the Labour-cum-Conciliation Officers and the Assistant Labour Commissioners in the state of Punjab to be commissioners for Workmen's Compensation within their respective jurisdiction.

BRAJENDRA SINGH
Secretary to Govt. of Punjab.
Labour & Employment Department

2. Workmen's Compensation Act, 1923
Labour and Printing Department
Notification

The 19th September, 1952

No. 7715-LP-52/7535. In exercise of the powers conferred by section 16 of the Workmen's Compensation Act 1923 (VIII of 1923), and in suppression of Punjab Government notification No. 3039-IP-52/2250, dated the 7th May, 1952, issued in this behalf, the Governor of Punjab is pleased to direct that an annual return in the form set forth in the Schedule hereto annexed shall be furnished by every person employing workmen who are :-

- (A) Employed in a place which is factory within the meaning of clause (m) of section 2 of the Factories Act, 1948.
 - (B) Employed within the meaning of clause (d) of section 3 of the Indian Mines Act, 1923 in any mine which is subject to the operation of that Act;
 - (C) Employed otherwise than in a clerical capacity or in a factory or mine in connection with the operation or maintenance of tramway as defined in section 3 of the Indian Tramways Act, 1886;
 - (D) Employed in any of the following categories but not falling under any of the foregoing head (A), (B) and (C) :-
 - (i) Otherwise than in a clerical capacity in the service of any of Port Trust or Port Commission within the limits of any port subject to the Indian Ports Act 1908.
 - (ii) In the manufacture or handling of explosives in any premises wherein or within the precincts whereof, on any one day of the proceeding twelve months. Ten or more persons have been so employed;
 - (iii) In the service of any fire-brigade;
 - (iv) Otherwise than in a clerical capacity in connection with operations for winning natural petroleum or natural gas;
 - (v) Otherwise than in a clerical capacity on any estate which is maintained for the purpose of growing cinchona, coffee, Rubber or tea, and on which on any one day in the preceding twelve months twenty five or more persons have been so employed;
 - (vi) Otherwise than in a clerical capacity in the generating, transforming of supplying of electrical energy.
 - (vii) In producing cinematograph pictures intended for public exhibition or in exhibiting such Pictures;
2. The return, which shall relate to a calendar year, shall be furnished on or before the 1st February following the year to which the return relates and the first return shall be for the year 1950.
 3. The return shall be signed (a) by the employer, or where there is more than one employer by any employer or (b) by any person directly responsible to the employer, or employers for the management of the establishment to which it relates.
 4. The return shall be furnished in duplicate to the Labour Commissioner, Punjab.
 5. Notwithstanding anything herein before contained, the aforesaid return is not required to be submitted by any employer in respect of compensation paid on Account of injuries suffered by his workmen during any period for which his

liability under the Act has been insured with a Mutual indemnity or other Insurance Company or during which he is member of any association of employers which deals on behalf of its members with claims for compensation under the Act, if such company or association has with the consent of the State Government undertaking to Submit returns as nearly as may be in the Form set forth in the Schedule hereto annexed in respect of the employers insured with such company or belonging to such association. Such undertakings shall provide that the said returns shall be submitted not later than the 1st February or at the discretion of and subject to such conditions as the State Government may impose, the 1st March following the year to which they relate :-

**SCHEDULE
WORKMEN'S COMPENSATION**

Returns relating to period from.....
to 31st Dec., 20.....
Province.....
(To be omitted in case of railways).
District.....
Town or Village.....
Post Office.....
Name of establishment (1)
Nature of Work (2)
Average number employed.....
per day (3)
(Adults _____)
(Minors _____)

ACCIDENTS

| Number of cases which occurred during the year | Number of cases of injuries in respect of which final compensation has been paid during the year (4) | Amount of compensation paid (5) |
|--|---|------------------------------------|
| 1 | 2 | 3 |
| | | |

OCCUPATIONAL DISEASES (8)

| Name of disease (9) | Number of cases of diseases in respect of which final compensation has been paid during the year (4) | Amount of compensation paid (5) |
|---------------------|--|---------------------------------|
|---------------------|--|---------------------------------|

| | | |
|---|---|---|
| 4 | 5 | 6 |
|---|---|---|

| Death | Permanent Disablement | Death | Temporary disablement | Permanent disablement | Temporary disablement | Death |
|-------|--------------------------|-------|--------------------------|--------------------------|--------------------------|-------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Adults

Minors

| Permanent Disablement | Temporary disablement | Death | Permanent disablement | Temporary disablement | Death | Permanent disablement | Temporary disablement |
|--------------------------|--------------------------|-------|--------------------------|--------------------------|-------|--------------------------|--------------------------|
| 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |

Dated.....

(Signed).....
(Designation)

(1) In cases where more establishment than one are owned by the same employer, a separate return should be furnished for each establishment. When in any establishment the workmen employed fall in two or more of the distinct categories A and E (v) a separate sheet should be used for the statistics of each category.

(2) Enter the class of establishment according to the process or product, e.g., cotton weaving and spinning factory, coal mine, plantations, building and construction, Municipalities and Local Boards, Miscellaneous.

(3) Include all employees whether permanent or temporary who would, in the case of accidents, be eligible for compensation under the Act, and for whom a return is required to be furnished, Number employed should be shown even if there are no payments of compensation to report.

(4) Include only those cases in which the final payment of compensation was made during the year. A deposit with the Commissioner should be treated as a payment by the employer.

(5) Include all compensation paid in respect of the cases mentioned in foot-note 4 whether such compensation was paid during the year or previous to its commencement. Exclude all payments in cases in which the final payment had not been made by the end of the year to which the return relates.

(6) Only such disablements as last for more than seven days should be shown [section 4(1) of the Act.]

(7) Where the benefit actually allowed (e.g., hospital leave on full pay) is in excess of the compensation admissible under the Act, only the amount of the compensation so admissible should be entered in the return.

(8) Viz., anthrax lead poisoning, phosphorus poisoning, mercury poisoning, benzene, poisoning, cheeme ulceration and compressed air ailness only.

(9) Enter separately each of the disease specified in foot-note 8 which resulted in cases in respect of which compensation was paid.

MANGAT RAI,
Secretary to Government, Punjab.
Health and Local Government Departments,

