

The Workmen's Compensation Rules, 1924

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As Amended by Haryana Govt. Notification dated 5th June, 1995

In exercise of the powers conferred by section 32 of the Workmen's Compensation Act, 1923 (8 of 1923), the Governor-General in Council is pleased to make the following rules:—

PRELIMINARY

1. **Short title.**—These rules may be called the Workmen's Compensation Rules, 1924.
2. **Definitions.**—In these rules unless there is anything repugnant in the subject or context,—
 - (a) the '**Act**' means the Workmen's Compensation Act, 1923;
 - (b) '**Form**' means a form appended to these rules;
 - (c) '**section**' means a section of the Act.

PART I

REVIEW OF HALF-MONTHLY PAYMENTS AND COMMUTATION THEREOF

3. **When application may be made without medical certificate.**—Application for review of a half-monthly payment under section 6 may be made without being accompanied by a medical certificate.—
 - (a) by the employer on the ground that since the right to compensation was determined the workmen's wages have increased;
 - (b) by the workman, on the ground that since the right to compensation was determined his wages have diminished;
 - (c) by the workman, on the ground that the employer, having commenced to pay compensation, has ceased to pay the same, notwithstanding the fact that there has been no change in the workmen's condition such as to warrant such cessation;
 - (d) either by the employer or by the workman, on the ground that the determination of the rate of compensation for the time being in force was obtained by fraud or undue influence or other improper means;
 - (e) either by the employer or by the workman on the ground that in the determination of compensation there is a mistake or error apparent on the face of the record.

¹ Vide Government of India, Department of Industries and Labour, Notification No. L-1182, dated 26th June, 1924.

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¹**4. Procedure on application for review.**—If, on examining an application for review by an employer in which the reduction or discontinuance of half-monthly payments is sought, it appears to the Commissioner that there is reasonable ground for believing that the employer has a right to such reduction or discontinuance, he may after giving an opportunity to the workman to be heard, issue an order withholding the half-monthly payments in whole or in part pending his decision on the application.]

5. Procedure on application for commutation.—

(1) Where application is made to the Commissioner under section 7 for the redemption of a right to receive half-monthly payments by the payment of a lump sum, the Commissioner shall form an estimate of the probable duration of the disablement, and shall award a sum equivalent to the total of the half-monthly payments which would be payable for the period during which he estimates that the disablement will continue, less one-half per cent of that total for each month comprised in that period:

Provided that fractions of a rupee included in the sum so computed shall be ²[ignored].

(2) When, in any case to which sub-rule (1) applies, the Commissioner is unable to form an approximate estimate of the probable duration of the disablement, he may from time to time postpone a decision on the application for a period not exceeding two months at any one time.

PART II

DEPOSIT OF COMPENSATION

6. Deposit under section 8 (1).—

(1) An employer depositing compensation with the Commissioner under sub-section (1) of section 8, in respect of a workman whose injury has resulted in death shall furnish therewith a statement in Form A, and shall be given a receipt in Form B. In other cases of deposits with the Commissioner under sub-section (1) of section 8, the employer shall furnish a statement in Form AA, and shall be given a receipt in Form B.

(2) If, when depositing compensation in respect of fatal accidents, the employer indicates in the statement referred to in sub-rule (1) that he desires to be made a party to the distribution proceedings, the

1 Subs. vide Hr. Govt. Noti. No. 11/97/94-4-Lab, dated 5th June, 1995.

2 Subs. vide Hr. Govt. noti. No. 11/97/94-4 Lab, dated 5th June, 1995

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Commissioner shall before allotting the sum deposited as compensation, afford to the employer an opportunity of establishing that the person to whom he proposes to allot such sum is not a dependant of the deceased workman or, as the case may be, 'that no one of such persons is a dependant'.

(3) The statement of disbursements to be furnished on application by the employer under sub-section (4) of section 8, shall be in Form C.

7. Publication of list of deposits.—The Commissioner shall cause to be; displayed, in a ¹[conspicuous place] outside his office, an accurate list of the deposits received by him under sub-section (1) of section 8, together with the names and addresses of, the depositors and of the workman in respect of whose death or injury the deposits have been made.

8. Application by dependants for deposit of compensation.—

(1) A dependant of a deceased workman may apply to the Commissioner for the issue of an order to deposit compensation in respect of the death of the workman. Such application shall be made in Form G.

(2) If compensation has not been deposited the Commissioner shall dispose of such application in accordance with the provisions of Part V of these rules: Provided that—

(a) the Commissioner may, at any time before issues are framed, cause notice to be given in such manner as he thinks fit to all or any of the dependants of the deceased workman who have not joined in the application, requiring them, if they desire to join therein, to appear before him on a date specified in this behalf;

(b) any dependant to whom such notice has been given and who fails to appear and to join in the application on the date specified in the notice shall not be permitted thereafter to claim that the employer is liable to deposit compensation unless he satisfies the Commissioner that he was prevented by any sufficient cause from appearing when the case was called on for hearing.

(3) If, after completing the enquiry into the application, the Commissioner issues an order requiring the employer to deposit compensation in accordance with sub-section (1) of section 8, nothing in sub-rule (2) shall be deemed to

¹ Inst. vide Hr. Govt. noti. No. 11/97/94-4 Lab, dated 5th June, 1995

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- prohibit the allotment of any part of the sum deposited as compensation to a dependant of the deceased workman who failed to join the application.
- 9. Deposit under section 8(2).**—An employer depositing compensation in accordance with sub-section (2) of section 8, shall furnish therewith a statement in Form D, and shall be given a receipt in Form E.
- 10. Investment of money.**—Money in the hands of Commissioner may be invested for the benefit of the dependants of deceased workman in Government Securities or Post Office Cash Certificates, or may be deposited in a Post Office Savings Bank.

PART III REPORTS OF ACCIDENTS

- 11. Reports of fatal accidents.**—The report required by section 10B shall, subject to such rules, if any, as may be made by the State Government, be in Form EE.
- 12. Right of employer to present memorandum when information received.**—
- (1) Any employer who has received information of an accident may at any time notwithstanding the fact that no claim for compensation has been instituted in respect of such accident, present to the Commissioner a memorandum supported by an affidavit made by himself or by any person subordinate to him having knowledge of the facts stated in the memorandum, embodying the results of any investigation or inquiry which has been made into the circumstances or cause of the accident.
 - (2) A memorandum presented under sub-rule (1) shall, subject to the payment of such fee as may be prescribed, be recorded by the Commissioner.

PART IV MEDICAL EXAMINATION

- 13. Workman not to be required to submit to medical examination save in accordance with rules.**—A workman who is required by sub-section (1) of section 11 to submit himself for medical examination shall be bound to do so in accordance with the rules contained in this Part and not otherwise.

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- 14. Examination when workman and ¹[qualified] medical practitioner both on premises.**—When such workman is present at the employer's premises, and the employer offers to have him examined free of charge by a qualified medical practitioner who is so present the workman shall submit himself for examination forthwith.
- 15. Examination in other cases.**—In cases to which rule 14 does not apply, the employer may—
- (a) send the medical practitioner to the place where the workman is residing for the time being in which case the workman shall submit himself for medical examination on being requested to do so by the medical practitioner, or
 - (b) send to the workman an offer in writing to have him examined free of charge by a qualified medical practitioner, in which case the workman shall submit himself for medical examination at the employer's premises or at such other place in the vicinity as is specified in such offer and at such time as is so specified:
Provided that—
 - (i) the time so specified shall not, save with the express consent of the workman be between the hours of 7 p.m. and 6 a.m. and
 - (ii) in cases where the workman's condition renders it impossible or inadvisable that he should leave the place where he is residing for the time being, he shall not be required to submit himself for medical examination save at such place.
- 16. Restriction on number of examinations.**—A workman who is in receipt of a half-monthly payment shall not be required to submit himself for medical examination elsewhere than at the place where he is residing for the time being more than twice in the first month following the accident or more than once in any subsequent month.
- 17. Examination after suspension of right to compensation.**—If a workman whose right to compensation has been suspended under sub-section (2) or sub-section (3) of section 11 subsequently offers himself for medical examination, his examination shall take place on the employer's premises or at such other place in the vicinity as may be fixed by the employer, and at a time to be fixed by the employer not being save with the express consent of the workman, more than 72 hours after the workman has so offered himself.

¹ Subs. vide Hr. Govt. Noti. No. 11/97/94-4-Lab, dated 5th June, 1995.

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- ¹**18. Examination of women.**— The female worker shall be examined as far as possible by a qualified female medical practitioner and in case of non-availability of female qualified medical practitioner, she shall be examined in the presence of another female by a male qualified medical practitioner].
- (2) No woman shall be required to be medically examined by a male practitioner if she deposits a sum sufficient to cover the expenses of examination by a female practitioner.

PART V PROCEDURE

19. Introductory.—Save as otherwise provided in these rules the procedure to be followed by the Commissioner in the disposal of cases under the Act, or these rules and by the parties in such cases shall be regulated in accordance with the rules contained in this part.

20. Application.—

(1) Any application of the nature referred to in section 22 may be sent to the Commissioner by registered post or may be presented to him or to any of his subordinates authorised by him in this behalf, and, if so sent or presented, shall, unless the Commissioner otherwise directs, be made in duplicate in the ¹[Form 'H'], if any, and shall be signed by the applicant.

²(2) Every such application referred to in sub-rule (1) shall be supported with a certificate which shall be signed by the applicant to the effect that the facts contained in the application are true, and correct to the best of his knowledge and belief.]

21. Production of documents.—

(1) When the application for relief is based upon a ³[document, or an attested copy thereof] the ⁴[document or an attested copy thereof] appended shall be appended to the application.

⁵[(1-A) Where applicant relies on any other document (whether in his possession or not) as evidence in support of his claim, he shall append such documents to the application under sub-rule (1)].

1 Subs./Inst. vide Hr. Govt. noti. No. 11/97/94-4 Lab, dated 5th June, 1995

2 Subs./Inst. vide Hr. Govt. noti. No. 11/97/94-4 Lab, dated 5th June, 1995

3 Subs./Inst. vide Hr. Govt. noti. No. 11/97/94-4 Lab, dated 5th June, 1995

4 Subs./Inst. vide Hr. Govt. noti. No. 11/97/94-4 Lab, dated 5th June, 1995

5 Subs./Inst. vide Hr. Govt. noti. No. 11/97/94-4 Lab, dated 5th June, 1995

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- (2) Any other document which any party desires to tender in evidence shall be produced at or before the first hearing.
- (3) Any document which is not produced at or within the time specified in sub-rule (1) or (2), as the case may be, shall not, without the sanction of the Commissioner, be admissible in evidence on behalf of the party who should have produced it.
- (4) Nothing in this rule applies to any document which is produced for the purpose of cross-examining a witness or is handed to a witness to refresh his memory.

22. Application presented to wrong Commissioner.—(1) If it appears to the Commissioner on receiving application that it should be presented to another Commissioner he shall return it to the applicant after endorsing upon it the date of the presentation and return, the reason for returning it and designation of the Commissioner to whom it should be presented.

- (2) If it appears to the Commissioner at any subsequent stage that an application should have been presented to another Commissioner, he shall send the application to the Commissioner empowered to deal with it and shall inform the applicant (and the opposite party, if he has received a copy of the application under rule 26), accordingly.
- (3) The Commissioner to whom an application is transferred under sub-rule (2) may continue the proceedings as if the previous proceedings or any part of them had been taken before him, if he is ¹[satisfied that the interests] of the parties will not thereby be prejudiced.

23. Examination of applicant.—

- ²(1) On receiving application of the nature referred to in section 22, the Commissioner may examine the applicant on oath].
- (2) The substance of any examination made under sub-rule (1), shall be recorded in the manner provided for the recording of evidence in section 25.

24. Summary dismissal of application.—

- (1) The Commissioner may, after considering the application and the result of any examination of the applicant under rule 23, summarily dismiss the application, if, for reasons to be recorded, he is of opinion that there are no sufficient grounds for proceeding thereon.

1 Subs./Inst. vide Hr. Govt. noti. No. 11/97/94-4 Lab, dated 5th June, 1995

2 Subs./Inst. vide Hr. Govt. noti. No. 11/97/94-4 Lab, dated 5th June, 1995

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- (2) The dismissal of the application under sub-rule (1) shall not of itself preclude the applicant from presenting a fresh application for the settlement of the same matter.
- 25. Preliminary inquiry into application.**—If the application is not dismissed under rule 24, the Commissioner may for reasons to be recorded, call upon the applicant to produce evidence in support of the application before calling upon any other party, and, if upon considering such evidence the Commissioner is of opinion that there is no case for the relief claimed, he may dismiss the application with a brief statement of his reasons for so doing.
- 26. Notice to opposite party.**—If the Commissioner does not dismiss the application under rule 24 or rule 25, he shall send to the party from whom the applicant claims relief (hereinafter referred to as the opposite party) a copy of the application, together with a notice of the date on which he will dispose of the application, and may call upon the parties to produce upon that date any evidence which they may wish to tender.
- 27. Appearance and examination of opposite party.**—(1) The opposite party may, and if so required by the Commissioner, shall, at or before the first hearing or within such time as the Commissioner may permit, file a written statement dealing with the claim, raised in the application, and any such written statement shall form part of the record.
- (2) If the opposite party contests the claim, the Commissioner may, and, if no written statement has been filed, shall proceed to examine him upon the claim and shall reduce the result of examination to writing.
- 28. Framing of issues.**—
- (1) After considering any written statement and the result of any examination of the parties, the Commissioner shall ascertain upon what material propositions of fact or of law the parties are at variance and shall thereupon proceed to frame and record the issues upon which the right decision of the case appears to him to depend.
- (2) In recording the issues, the Commissioner shall distinguish between those issues which in his opinion concern points of facts and those which concern points of law.
- 29. Power to postpone trial of issues of fact where issues of law arise.**— When issues both of law and of fact arise in the same case, and the Commissioner is of opinion that the case may be disposed of on the issues of law only, he may try those issues first, and for that purpose may, if he thinks

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- fit, postpone the settlement of the issues of fact until after the issues of law have been determined.
- 30. Diary.**—The Commissioner shall maintain under his hand a brief diary of the proceedings on an application.
- 31. Reasons for postponement to be recorded.**—If the Commissioner finds it impossible to dispose of an application at one hearing he shall record the reasons which necessitate a postponement.
- 32. Judgment.**—
- (1) The Commissioner, in passing orders, shall record concisely a judgment, his finding on each of the issues framed and his reasons for such finding.
 - (2) The Commissioner, at the time of signing and dating his judgment, shall pronounce, his decision, and thereafter no addition or alteration shall be made to the judgment other than the correction of a clerical or arithmetical mistake arising from any accidental slip or omission.
- 33. Summoning of witnesses.**—If an application is presented to any party to the proceedings for the citation of witnesses, the Commissioner shall, on payment of the prescribed expenses, and fees, issue summonses for the appearance of such witnesses, unless he considers that their appearance is not necessary for the just decision of the case.
- 34. Exemption from payment of costs.**—If the Commissioner is satisfied that the applicant is unable, by reason of poverty, to pay the prescribed fees, he may remit any or all of such fees. If the case is decided in favour of the applicant, the prescribed fees which, had they not been remitted, would have been due to be paid, may be added to the costs of the case and recovered in such manner as the Commissioner in his order regarding costs may direct.
- 35. Right of entry for local inspection.**—A Commissioner before whom any proceeding relating to an injury by accident is pending may at any time enter the place where the workman was injured, or where the workman ordinarily performed his work, for the purpose of making a local inspection or of examining any person likely to be able to give information relevant to the proceedings:
- Provided that the Commissioner shall not enter any premises of any industrial establishment except during the ordinary working hours of that establishment, save with the permission of the employer or of some person directly responsible to him for the management of the establishment.
- 36. Procedure in connection with local inspection.**—

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- (1) If the Commissioner proposes to conduct a local inspection with a view to examining on the spot the circumstances in which an accident took place, he shall give the parties or their representatives notice of his intention to conduct such inspection, unless in his opinion the urgency of the case renders the giving of such notice impracticable.
- (2) Such notice may be given ¹[***] in writing and, in the case of an employer, may be given to any person upon whom notice of a claim can be served under sub-section (2) of section 10, or the representative of any such person.
- (3) Any party, or the representative of any party, may accompany the Commissioner at a local inspection.
- (4) The Commissioner, after making a local inspection, shall note briefly in a memorandum any facts observed, and shall show the memorandum to any party who desires to see the same, and, on payment of the prescribed fee, shall supply any party with a copy thereof.
- (5) The memorandum shall form part of the record.

37. Power of summary examination.—

- (1) The Commissioner during a local inspection or at any other time, save at a formal hearing of a case pending before him, may examine summarily any person likely to be able to give information relative to such case, whether such person has been or is to be called as a witness in the case or not, and whether any or all of the parties are present or not.
- (2) No oath shall be administered to a person examined under sub-rule (1).
- (3) Statements made by persons examined under sub-rule (1), if reduced to writing, shall not be signed by the person making the statement, nor shall they, except as hereinafter provided, be incorporated in the record or utilized by the Commissioner for the purpose of arriving at a decision in the case.
- (4) If a witness who has been examined under sub-rule (1) makes in evidence any material statement contradicting any statement made by him in such examination and reduced to writing, the Commissioner may call his attention to such statement, and shall in that case direct that the parties be furnished with the relevant part of such statement for the propose of examining or cross-examining the witness.
- (5) Any statements or part of a statement which is furnished to the parties under sub-rule (4) shall be incorporated in the record.

¹ Omitted. vide Hr. Govt. noti. No. 11/97/94-4 Lab, dated 5th June, 1995

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- (6) Where a case is settled by agreement between the parties, the Commissioner may incorporate in the record any statement made under sub-rule (1) and may utilise such statement for the purpose of justifying his acceptance of or refusal to accept the agreement reached.

38. Agreement to abide by Commissioner's decision.—

- (1) If a party states in writing his willingness to abide by the decision of the Commissioner, the Commissioner shall inquire whether the other party is willing to abide by his decision.
- (2) If the other party agrees to abide by the Commissioner's decision, the fact of his agreement shall be recorded in writing and signed by him.
- (3) If the other party does not agree to abide by the Commissioner's decision, the first party shall not remain under an obligation so to abide.

39. Procedure where indemnity claimed under section 12(2).—

- (1) Where the opposite party claims that if compensation is recovered against him he will be entitled under sub-section (2) of section 12, to be indemnified by a person not being a party to the case, he shall, when first called upon answer the application, present a notice of such claim to the Commissioner accompanied by the prescribed fee, and the Commissioner shall thereupon issue notice to such person in Form J.
- (2) If any person served with a notice under sub-section (1) desires to contest the applicant's claim for compensation or the opposite party's claim to be indemnified, he shall appear before the Commissioner on the date fixed for the hearing of the case or on any date to which the case may be adjourned and, if he so appears, shall have all the rights of a party to the proceedings; in default of so appearing he shall be deemed to admit the validity of any award made against the opposite party and to admit his own liability to indemnify the opposite party for any compensation recovered from him:
Provided that, if any person so served appear subsequently and satisfies the Commissioner that he was prevented by any sufficient cause from appearing, the Commissioner shall offer giving notice to the aforesaid opposite party, hear such person and may set aside or vary any award made against such person under this rule and upon such terms as may be just.
- (3) If any person served with a notice under sub-rule (1) whether or not he desires to contest the applicant's claim for compensation or the opposite party's claim to be indemnified, claims that being a contractor he is himself a principal and is entitled to be indemnified by a person standing to him in the

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- relation of a contractor from whom the workman could have recovered compensation, he shall on or before the date fixed in the notice under sub-rule (1) present a notice of such claim to the Commissioner accompanied by the prescribed fee and the Commissioners shall thereupon issue notice to such person in Form JJ.
- (4) If any person served with a notice under sub-rule (3) desires to contest the applicant's claim for compensation, or the claim under sub-rule (3) to be indemnified, he shall appear before the Commissioner on the date fixed in the notice in Form JJ or on any date to which the case may be adjourned and, if he so appears, shall have all the rights of a party to the proceedings in default of so appearing he shall be deemed to admit the validity of any award made against the original opposite party or the person served with a notice under sub-rule (1) and to admit his own liability to indemnify the party against whom such award is made for any compensation recovered from him:
- Provided that, if any person so served appears subsequently and satisfies the Commissioner that he was prevented by any sufficient cause from appearing, the Commissioner shall, after giving notice to all parties on the record, hear such person, and may set aside or vary any award made against such person under this rule upon such terms as may be just.
- (5) In any proceeding in which a notice has been served on any person under sub-rule (1) or sub-rule (3) the Commissioner shall, if he awards compensation, record in his judgment a finding in respect of each of such persons, whether he is or is not liable to indemnify any of the opposite parties, and shall specify the party, if any whom he is liable to indemnify.

40. Procedure in connected cases.—

- (1) Where two or more cases pending before a Commissioner arise out of the same accident, and any issue involved is common to two or more such cases, such cases may, so far as the evidence bearing on such issue is concerned, be heard simultaneously.
- (2) Where action is taken under sub-rule (1) the evidence bearing on the common issue or issues shall be recorded on the record of one case, and the Commissioner shall certify under his hand on the record on any such other case, the extent to which the evidence so recorded applies to such other case, and the fact that the parties to such other case had the opportunity of being present, and if they were present, of cross-examining the witnesses.

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41. Certain provisions of Code of Civil Procedure, 1908, to apply.—Save as otherwise expressly provided in the Act or these Rules the following provisions of the First Schedule to the Code of Civil Procedure, 1908, namely, those contained in Order V, Rules 9 to 13 and 15 to 30; Order IX; Order XIII, Rules 3 to 10; Order XVI, Rules 2 to 21; Order XVII; and Order XXIII, Rules 1 and 2, shall apply to proceedings before Commissioners, in so far as they may be applicable thereto:

Provided that—

- (a) for the purpose of facilitating the application of the said provisions the Commissioner may construe them with such alterations not affecting the substance as may be necessary or proper to adapt them to the matter before him;
- (b) the Commissioner may, for sufficient reasons, proceed otherwise than in accordance with the said provisions if he is satisfied that the interests of the parties will not thereby be prejudiced.

42. Provision regarding signature of forms.—Any form other than a receipt for compensation, which is by these rules required to be signed by a Commissioner may be signed under his direction and on his behalf by any officer subordinate to him appointed by him in writing for this purpose.

¹**[43. Apportionment of compensation among dependants.**—The provision of this Part, except those contained in rules 26, 27 and 39 shall, apply in the case of any proceedings relating to the apportionment of compensation among the dependants of a deceased workman.]

PART VI TRANSFER

44. Transfer for report.—

- (1) A Commissioner transferring any matter to another Commissioner for report in accordance with sub-section (2) of section 21 shall, along with the documents referred to in that sub-section, transmit to such other Commissioner a concise statement in the form of questions for answer of the matter on which report is required.
- (2) A Commissioner to whom a case is so transferred for report shall not be required to report on any question of law.

¹ Subs. vide Hr. Govt. noti. No. 11/97/94-4 Lab, dated 5th June, 1995

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45. Transmission of money.—Money transmitted by one Commissioner to another in accordance with sub-section (2) of section 21 shall be transmitted either by remittance transfer receipt, or by money order or by messenger, as the Commissioner transmitting the money may direct.

PART VII

APPOINTMENT OF REPRESENTATIVES

46. When representatives must be appointed.—Where any party to a proceeding is under the age of 15 years or is unable to make an appearance, the Commissioner shall appoint some suitable person, who consents to the appointment, to represent such party for the purposes of the proceeding.

47. When new representative to be appointed.— If the Commissioner considers that the interests of any party for whom a representative has been appointed under rule 46 are not being adequately protected by the representative or if a person appointed to act as representative dies or becomes incapable of acting, or otherwise ceases to act as such, the Commissioner shall appoint in his place another person who consents to the appointment.

PART VIII

RECORD OF MEMORANDA OF AGREEMENT

¹**48. Form of memorandum.**—Memorandum of agreement sent to the Commissioner under sub-section (1) of section 28 shall, unless the Commissioner otherwise directs, be in duplicate, and shall be in as close conformity with Forms K, L, or M, as the case may be as the circumstances of the case warrant.

49. Procedure where Commissioner does not consider that he should refuse to record memorandum.—

(1) On receiving a memorandum of agreement, the Commissioner shall, unless he considers that there are grounds for refusing to record the memorandum, fix a date for recording the same, and shall issue a notice in writing in Form N to the parties concerned that in default of objections he proposes to record the memorandum on the date so fixed:

¹ Subs. vide Hr. Govt. noti. No. 11/97/94-4 Lab, dated 5th June, 1995

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Provided that the notice may be communicated orally to any parties who are present at the time when notice in writing would otherwise issue.

- (2) On the date so fixed, the Commissioner shall record the memorandum unless, after hearing any of the parties who appear and desire to be heard he considers that it ought not to be recorded:

Provided that the issue of a notice under sub-rule (1) shall not be deemed to prevent the Commissioner from refusing to record the memorandum on the date so fixed even if no objection be made by any party concerned.

- (3) If on such date the Commissioner decides that the memorandum ought not to be recorded, he shall inform the parties present of his decision and of the reasons therefore, and, if any party desiring the memorandum to be recorded is not present, he shall send information to that party in Form O.

50. Procedure where Commissioner considers, he should refuse to record memorandum.—

- (1) If, on receiving a memorandum of agreement, the Commissioner considers that there are grounds for refusing to record the same he shall fix a date for hearing the party or parties desiring the memorandum to be recorded, and shall inform such party or parties and, if he thinks fit, any other party concerned, of the date so fixed and of the grounds on which he considers that the memorandum should not be recorded.
- (2) If the parties to be informed are not present a written notice shall be sent to them in Form P or Form Q, as the case may be and the date fixed in such notice shall be not less than seven days after the date of the issue of the same.
- (3) If on the date fixed under sub-rule (1) the party or parties desiring the memorandum to be recorded show adequate cause for proceeding to record the same, the Commissioner may, if information has already been given to all the parties concerned, record the agreement. If information has not been given to all such parties, he shall proceed in accordance with rule 49.
- (4) If, on the date so fixed, the Commissioner refuses to record the memorandum, he shall send notice in Form O to any party who did not receive information under sub-rule (1).

51. Procedure on refusal to record memorandum.—

- (1) If in any case the Commissioner refuses to record a memorandum of agreement, he shall briefly record his reason for such refusal.

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- (2) If the Commissioner refuses to record a memorandum of agreement, he shall not pass any order directing the payment of any sum or amount over and above the sum specified in the agreement, unless opportunity has been given to the party liable to pay such sum to show cause why it should not be paid.
- (3) Where the agreement is for the redemption of half-monthly payments by the payments of a lump sum, and the Commissioner considers the memorandum of agreement should not be recorded by reason of the inadequacy of the amount of such sum as filed in the agreement he shall record his estimate of the probable duration of the disablement of the workman.

52. Registration of memorandum accepted for record.—In recording a memorandum of agreement, the Commissioner shall cause the same to be entered in a register in Form R and shall cause an endorsement to be entered under his signature on a copy of the memorandum to be retained by him in the following terms, namely:—

“This memorandum of agreement bearing Serial No.....of 20..... in the register has been recorded this..... day of.....

¹[(Signature) with Seal
Commissioner.]”

53. Repeal - The Patiala and East Punjab State Union Workman’s Compensation Rules, 2006 B.K. are hereby repealed:

Provided that anything done or any action taken under rules so repealed shall be deemed to have been done or taken under the corresponding provisions of these rules.

54. Display of abstract - Notice in 1[Form HH] containing the abstract from the Act shall be displayed by the employer in Hindi and Punjabi at conspicuous place in his establishment and shall be maintained in clean and legible condition.

¹ Subs. vide. Hr. Govt. No. 11/97/94-4-Lab, dated 5th June, 1995.

The Workmen's Compensation Rules, 1924

FORM A

[See rule 6 (1)]

DEPOSIT OF COMPENSATION FOR FATAL ACCIDENT

[Section 8 (1) of the Workmen's Compensation Act, 1923]

Compensation amounting to Rs.is hereby presented for deposit in respect of injuries resulting in the death of the workman, whose particulars are given below, which ¹[occurred at

Name

Father's Name

(Husband's name in case of married woman and widow.)

Caste.....

Local address

Permanent address

His/Her monthly wages are estimated at
Rs..... He/ She was over/ under the age of 15
years at the time of his/her death.

2. The said workman had, prior to the date of his/her death, received the following payments, namely:—

Rs. on Rs. on

Rs. on Rs. on

Rs. on Rs. on

amounting in all to Rs.....

3. An advance of Rs has been made on account of compensation to being his/her dependant.

4. *I do not desire to be made a party to the proceedings for distribution of the aforesaid compensation.

Dated

Employer

1 Subs. vide. Hr. Govt. No. 11/97/94-4-Lab, dated 5th June, 1995.

* An employer desiring to be made a party to the proceedings should strike out the words "do not".

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FORM AA

[See rule 6 (1)]

**DEPOSIT OF COMPENSATION FOR NON-FATAL ACCIDENT TO A WOMAN
OR PERSON UNDER LEGAL DISABILITY**

[Section 8 (1) of the Workmen's Compensation Act, 1923]

Compensation amounting to Rs is hereby presented for deposit in respect of injuries sustained by..... residing at..... on19...../20..... resulting in the loss of/temporary disablement. His/Her monthly wages are estimated at Rs. He/She was over/under the age of 15 years at the time of the accident.

2. The said injured workman has prior to the date of the deposit received the following half- monthly payments, namely:—

Rs. on Rs. on

Rs. on Rs. on

Rs. on Rs. on

Dated..... Employer

¹[Address of the establishment]

1 Subs. vide. Hr. Govt. No. 11/97/94-4-Lab, dated 5th June, 1995.

The Workmen's Compensation Rules, 1924

FORM B

(See rule 6)

RECEIPT FOR COMPENSATION

[Deposited under section 8 (1) of the Workmen's Compensation Act, 1923]

Book No. Receipt No..... Register No.

.....

Depositor Deceased or injured workman

.....

Date of depositSum deposited Rs

Commissioner.

FORM C

(See rule 6)

STATEMENT OF DISBURSEMENTS

[Section 8 (4) of the Workmen's Compensation Act, 1923] Serial No.

Depositor

Date20.....

Amount deposited.....

Amount deducted and repaid to the employer under the proviso to section 8 (1)..... Funeral expenses

paid.....

Compensation paid to the following dependants:

Name Relationship

.....

.....

(Total.....

The Workmen's Compensation Rules, 1924

Dated

Commissioner.

The Workmen's Compensation Rules, 1924

FORM D

(See rule 9)

DEPOSIT OF COMPENSATION FOR NON-FATAL ACCIDENTS, OTHER THAN TO A WOMAN OR PERSON UNDER LEGAL DISABILITY

[Section 8 (2) of the Workmen's Compensation Act, 1923]

Compensation amounting to Rs.
is hereby presented for deposit in respect of permanent/temporary injuries sustained by residing at..... which occurred on..... 20.....

Dated Employer

¹[Address of the establishment]

FORM E

(See rule 9)

RECEIPT FOR COMPENSATION

[Deposited under section 8 (2) of the Workmen's Compensation Act, 1923]

Book No. Receipt No.

Register No.

Depositor

In favour of

Date of deposit Sum deposited Rs.
.....

Commissioner.

¹ Added. vide. Hr. Govt. No. 11/97/94-4-Lab, dated 5th June, 1995.

The Workmen's Compensation Rules, 1924

FORM EE
(See rule 11)
REPORT OF FATAL ACCIDENTS

To
.....
.....

Sir,

I have the honour to submit the following report of an accident which occurred on..... (date) at..... (here enter details of premises) and which resulted in the death of the workman/workmen of whom particulars are given in the statement annexed.

2. The circumstances attending the death of the workman/workmen were as under:

- (a) Time of the accident.....
- (b) Place where the accident occurred.....
- (c) Manner in which deceased was/were employed at time.....
- (d) Cause of the accident.....
- (e) Any other relevant particulars ¹[x x x].....

(Signature and designation of person making the report.)

Statement

Name	Sex	Age	Nature of employment	Full postal address

¹ Omitted vide Hr. Govt. No. 11/97/94-4-Lab, dated 5th June, 1995.

The Workmen's Compensation Rules, 1924

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FORM F

(See rule 20)

APPLICATION FOR COMPENSATION BY WORKMAN

To

The Commissioner for Workmen's Compensation,

.....

..... residing at.....applicant,

Versus

residing at.....opposite party.

It is hereby submitted that—

- (1) the applicant, a workman employed by (a contractor with) the opposite party on the day of.....20..... received personal injury by accident arising out of and in the course of his employment.

The cause of the injury was (here insert briefly in ordinary language the cause of the injury).....

.....

- (2) The applicant sustained the following injuries, namely:—

.....

- (3) The monthly wages of the applicant amounts to Rs

.....

The applicant is over/under the age of 15 years.

- * (4) (a) Notice of the accident was served on the day of

(b) Notice was served as soon as practicable.

(c) Notice of the accident was not served (in due time) by reason of

- (5) The applicant is accordingly entitled to receive—

(a) half-monthly payment of Rs.....from the..... day of20..... to.....(b) a lump sum payment of Rs

- (6) The applicant has taken the following steps to secure a settlement by agreement, namelybut it has proved impossible to settle the questions in dispute

because.....

*You are therefore requested to determine the following questions in dispute, namely:—

- (a) whether the applicant is a workman within the meaning of the Act;

* Strike out the clauses which are not applicable.

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- (b) whether the accident arose out of or in the course of the applicant's employment;
- (c) whether the amount of compensation claimed is due, or any part of that amount;
- (d) whether the opposition party is liable to pay such compensation as is due;
- (e) etc. (as required).

Dated

Applicant.

FORM G

(See rule 20)

APPLICATION FOR ORDER TO DEPOSIT COMPENSATION

To

The Commissioner for Workmen's Compensation,

.....
.....

residing at applicant,

Versus

residing at..... opposite party.

It is hereby submitted that—

(1) a workman employed by (a contractor with) the opposite party on theday of...../20..... received personal injury by accident arising out of land in the course of his employment resulting in his death on theday of..... 120..... The cause of the injury was (here insert briefly in ordinary language the cause of the injury)
.....
.....

(2) The applicant(s) is/are dependant(s) of the deceased workman being his.....

(3) The monthly wages of the deceased amounts to Rs The deceased was over/under the age of 15 years at the time of his death.

*4(a) Notice of the accident was served on the day of

(b) Notice was served as soon as practicable.

(c) Notice of the accident was not served (in due time) by reason of.....

(5) The deceased before his death received as compensation the total sum of Rs. The applicant(s) is/are accordingly entitled to receive a lump sum payment of Rs

You are therefore requested to award to the applicant the said compensation or any other compensation to which he may be entitled.

* Strike out the clauses which are not applicable.

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Dated

Applicant.

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FORM H

(See rule 20)

APPLICATION FOR COMMUTATION

[Under section 7 of the Workmen's Compensation Act, 1923]

To

The Commissioner for Workmen's Compensation,

.....

.....

residing atapplicant,

Versus

..... residing at opposite party.

It is hereby submitted that —

- (1) The applicant/opposite party has been in respect of half-monthly payments from to in respect of temporary disablement by accident arising out of and in the course of his employment.
- (2) The applicant is desirous that the right to receive half-monthly payments should be redeemed.
- (3) (a) The opposite party is unwilling to agree to the redemption of the right to receive half-monthly payments.
- (b) The parties have been unable to agree regarding the sum for which the right to receive half-monthly payments should be redeemed.
- ¹[(4)] You are therefore requested to pass orders —
 - (a) directing that the right to receive half-monthly payments should be redeemed, ²[and].
 - (b) fixing a sum for the redemption of the right to receive half-monthly payments.

Dated

Applicant.

1 Inst. vide. Hr. Govt. No. 11/97/94-4-Lab, dated 5th June, 1995.
 2 Inst. vide. Hr. Govt. No. 11/97/94-4-Lab, dated 5th June, 1995.

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FORM K
(See rule 48)

MEMORANDUM OF AGREEMENT

It is hereby submitted that on the day of20.... personal injury was caused to.....residing "at..... by accident arising out of and in the course of employment in The said injury has resulted in temporary disablement to the said workman whereby it is estimated that he will be prevented from earning more than of his previous/any wage for a period of..... months. The said workman has been in receipt of half-monthly payments which have continued from the day of.....20 until the day of.....20.... amounting to Rs. in all. The said workmen's monthly wages are estimated at Rs..... The workman is over the age of 15 years/will reach the age of 15 years on

It is further submitted that..... the employer of said workman has agreed to pay, and the said workman has agreed to accept, the sum of Rs in full settlement of all and every claim under the Workmen's Compensation Act, 1923, in respect of all disablement of a temporary nature arising out of the said accident, whether now or hereafter to become manifest. It is, therefore, requested that this memorandum be duly recorded.

Dated.....
Signature of employer.....Witness.....
Signature of workman.....Witness.....

Note.—An application to register an agreement can be presented under the signature of one party, provided that the other party has agreed to the terms. But both signatures should be appended, whenever possible.

Receipt to be filled in when the money has actually been paid

In accordance with the above agreement, I have this day received the sum of Rs.
Workman.
Dated.....

The money has been paid and this receipt signed in my presence.
.....Witness.

Note.—This form may be varied to suit special cases, e.g., injury by occupational diseases, agreement when workman is under legal disability, etc.

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FORM L

(See rule 48)

MEMORANDUM ON AGREEMENT

It is hereby submitted that on the..... day of/20.... personal injury was caused to residing atby accident arising out of and in the course of his employment in The said injury has resulted in permanent disablement to the said workman of the following nature, namely:—

..... The said workman's monthly wages are estimated at Rs.

The workman is over the age of 15 years/will reach the age of 15 years on The said workman has/prior to the date of this agreement received the following payments namely:—

Rs. on Rs. on
Rs. on Rs. on
Rs. on Rs. on

It is further submitted that..... the employer of the said workman, had agreed to pay, and the said workman has agreed to accept the sum of Rs. in full settlement of all and every claim under the Workmen's Compensation Act, 1923, in respect of the disablement stated above and all disablement now manifest. It is, therefore, requested that this memorandum be duly recorded.

Dated Signature of employer
Witness Signature of workman
Witness

Note.— An application to register an agreement can be presented under the signature of one party, provided that the other party has agreed to the terms. But both signatures should be appended, whenever possible.

Receipt to be filled in when the money has actually been paid

In accordance with the above agreement, I have this day received the sum of Rs Revenue Stamp
Dated Workman.
The money has been paid and this receipt signed in my presence.
.....Witness.

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Note.— This form may be varied to suit special cases, e.g., injury by occupational disease, agreement when workman is under legal disability, etc.

FORM M
(See rule 48)

MEMORANDUM OF AGREEMENT

It is hereby submitted that on the day of20..... personal injury was caused to residing at by accident arising out of and in the course of employment in The said injury has resulted in temporary disablement to the said workman, who is at present in receipt of wages amounting to Rs. per month/ no wages. The said workman's monthly wages prior to the accident are estimated at Rs The workman is subject to a legal disability by reason of.....

It is further submitted that the employer of the workman has agreed to pay and on behalf of the said workman has agreed to accept half-monthly payments at the rate of Rs. for the period of the said temporary disablement. This agreement is subject to the condition that the amount of the half-monthly payments may be varied in accordance with the provisions of the said Act, on account of an alteration in the earnings of the said workman during disablement. It is further stipulated that all rights of commutation under section 7 of the said Act are unaffected by this agreements. It is, therefore, requested that this memorandum be duly recorded.

Dated Signature of employer.
Witness
Signature of workman Witness

Note.— An application to register an agreement can be presented under the signature of one party, provided that the other party has agreed to the terms. But both signatures should be appended, whenever possible.

Receipt to be filled in when the money has actually been paid

In accordance with the above agreement, I have this day received the sum of Rs Revenue Stamp
Dated Workman.

The money has been paid and this receipt signed in my presence.
.....Witness.

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Note.—This form may be varied to suit special cases, e.g., injury by occupational disease, etc.

FORM N

(See rule 49)

¹[Notice to employer other than principal employer]

Whereas an agreement to pay compensation is said to have been reached between andand whereashas/have applied for registration of the agreement under section 28 of the Workmen's Compensation Act, 1923, notice is hereby given that the said agreement will be taken into consideration on 20..... and that any objections to the registration of the said agreement should be made on that date. In the absence of valid objections it is my intention to proceed to the registration of the agreement.

Dated

Commissioner.

FORM O

(See rules 49 and 50)

²[Notice of refusal of Registration of agreement]

Take notice that registration of the agreement to pay compensation is said to have been reached between you and.....on the20.... has been refused for the following reasons, namely:—

Dated.....

Commissioner.

FORM P

(See rule 50)

³[Show cause Notice for Registration of agreement]

Whereas an agreement to pay compensation is said to have been reached between and and whereashas /have applied for registration of the agreement under section 28 of the Workmen's Compensation Act, 1923, and whereas it appears to me that the said agreement ought not to be registered for the following reasons, namely:— an opportunity will be afforded to your showing of cause on20..... why the said agreement should

1 Inst. vide. Hr. Govt. No. 11/97/94-4-Lab, dated 5th June, 1995.
2 Inst. vide. Hr. Govt. No. 11/97/94-4-Lab, dated 5th June, 1995.
3 Inst. vide. Hr. Govt. No. 11/97/94-4-Lab, dated 5th June, 1995.

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be registered. If no adequate cause is shown on that date registration of the agreement will be refused.

Dated.....

Commissioner.

FORM Q
(See rule 50)

¹[Show cause Notice for Registration of agreement to both the parties]

Whereas an agreement to pay compensation is said to have been reached between and.....and whereas has/have applied for registration of the agreement under section 28 of the Workman's Compensation Act, 1923, and whereas it appears to me that the said agreement ought not to be registered for the following reasons, namely:—

.....
.....

an opportunity will be afforded to the saidof showing cause on20..... why the said agreement should be registered. Any representation which you have to make with regard to the said agreement should be made on that date. If adequate cause is then shown, the agreement may be registered.

Dated

Commissioner.

FORM R
(See rule 52)

REGISTER OF AGREEMENTS FOR THE YEAR 20.....

S.No.	Date of agreement	Date of Registration	Employer Workman	Initials of Commissioner	Reference to orders rectifying the register

¹ Inst. vide. Hr. Govt. No. 11/97/94-4-Lab, dated 5th June, 1995.

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THE WORKMEN'S COMPENSATION (TRANSFER OF MONEY) RULES, 1935¹

In exercise of the powers conferred by section 35 of the Workmen's Compensation Act, 1923 (8 of 1923), the Governor-General in Council is pleased to make the following rules for the transfer to any part of His Majesty's Dominions or to any other country of money paid to a Commissioner under the Act for the benefit of any person residing or about to reside in such part or country and for the receipt and administration in British India of any money awarded under the law relating to workmen's compensation in any part of His Majesty's Dominions or in any other country, and applicable for the benefit of any person residing or about to reside in British India.

PART I GENERAL

1. (1) These rules may be called the Workmen's Compensation (Transfer of Money) Rules, 1935.
(2) They extend to the whole of India ²[***].
2. In these rules, unless there is anything repugnant in the subject or context,—
 - (a) **“the Act”** means the Workmen's Compensation Act, 1923 (8 of 1923);
 - (b) **“authorised officer”** means any officer whom the State Government may designate either generally or in respect of any area or class of cases, for the purpose of performing the functions assigned by these rules to the authorised officer;
³[***]
 - (c) **“transferring authority”** means any authority in any ⁴[***] country who transfers or causes to be transferred any lump sum awarded under the

1 Vide Government of India, Department of Industries and Labour, Notification No.L-3033, dated 13th March, 1935.

2 The words “except State of Jammu and Kashmir” omitted by G.S.R. 400, dated 20th June, 1991 (w.e.f. 6-7-1991).

3 Clause (bb) omitted by G.S.R. 400, dated 20th June, 1991 (w.e.f. 6-7-1991).

4 The words “part of his Majesty's Dominions or in any other” omitted by G.S.R. 400, dated 20th June, 1991 (w.e.f. 6-7-1991).

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law relating to workmen's compensation in such ¹[***] country and applicable for the benefit of any person residing or about to reside in India.

3. When any sum is transmitted by any authority in India to any other authority in accordance with these rules, the costs of such transmission may be deducted from the sum so transmitted.
4. Money transmitted by any authority in India to any other authority in India in accordance with these rules, shall be transmitted by remittance transfer receipt or by money order.

PART II

TRANSFER OF MONEY PAID TO A COMMISSIONER FOR THE BENEFIT OF ANY PERSON RESIDING OR ABOUT TO RESIDE IN ANOTHER COUNTRY

5. When the whole or any part of a lump sum deposited with a Commissioner for payment as compensation under the Act is payable to any person or persons residing or about to reside in any other country, the Commissioner may order the transfer to that country of the sum so payable.
6. When the Commissioner has ordered the transfer of any sum under rule 5, he shall cause to be prepared and shall certify under his hand a memorandum containing a brief statement of the facts of the case, of the orders passed upon it and of the name and address of each person to whom payment is to be made.
7. If the Commissioner is not himself the authorised officer he shall forward the memorandum in duplicate to the authorised officer and may either remit the sum to be transferred to the authorised officer or retain it and dispose of it in accordance with the directions of the authorised officer. If the Commissioner is himself the authorised officer, he shall proceed as provided in rule 8.
8. The authorised officer, after satisfying himself that the memorandum incomplete, shall forward it and remit or cause to be remitted the sum to which it relates by such means of safe transmission as he may consider convenient to the authority appointed in this behalf for the country to which the sum is to be transferred, or if no such authority as the State Government may, by general or special order, direct, and shall at the same time request the authority addressed—

¹ The words "part or" omitted by G.S.R. 400, dated 20th June, 1991 (w.e.f. 6-7-1991).

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- (a) to arrange for payment to be made in accordance with the directions contained in the memorandum ; and
 - (b) to furnish him with a report of the action taken upon the memorandum and return any sum the payment of which is for any reason impossible.
- 9.** (1) The authorised officer shall, if he is not the Commissioner with whom the matter originated, forward to such Commissioner a copy of any report received in response to a request made under rule 8.
- (2) Any sum returned in accordance with rule 8 shall be disposed of in accordance with the Act.

PART III RECEIPT AND ADMINISTRATION IN INDIA OF ANY MONEY AWARDED UNDER THE LAW RELATING TO WORKMEN'S COMPENSATION IN ANOTHER COUNTRY

- 10.** (1) The authorised officer shall be the proper authority to receive moneys from transferring authorities.
- (2) If any Commissioner or other Government servant, not being the authorised officer, receives any sum from a transferring authority he shall either forward such sum, together with any papers relating thereto, to the authorised officer for disposal obtain the instructions of the authorised officer as to the disposal of the sum and papers and act in accordance with his instructions.
- 11.** The authorised officer may himself dispose of any sum or part of any sum which he receives or of which he assumes control under rule 10 or may send it or any part of it for disposal to such Commissioner or Commissioners as he considers proper.
- 12.** All sums received from a transferring authority shall be disposed of as far as possible in accordance with the provisions of the Act and the Workmen's Compensation Rules, 1924:
Provided that the directions, if any, received from the transferring authority as to the manner in which the sum should be administered shall be complied with.
- 13.** (1) The authorised officer shall forward to the transferring authority a report showing how the sum received from him has been disposed of.
- (2) Any Commissioner, not being the authorised officer who has disposed of any part of the sum, shall make a report in duplicate as to the disposal of that part to the authorised officer, and, if the sum was received by him

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from another such Commissioner acting in accordance with section 21 of the Act, shall forward his report through that Commissioner.

14. Any part of the sum received from the transferring authority which shall have remained undisturbed after the completion of the proceedings shall be returned to the transferring authority by, or under the direction of the authorised officer.

THE WORKMEN'S COMPENSATION (VENUE OF PROCEEDINGS) RULES, 1996¹

1. Short title.—

- (1) These rules may be called the Workmen's Compensation (Venue of Proceedings) Rules, 1996.
(2) These rules shall come into force from the 1st day of October, 1996.

2. Definitions.—In these rules,

- (a) "**Act**" means the Workmen's Compensation Act, 1923;
(b) "**Form**" means a form appended to these rules;
(c) "**Commissioner**" means a Commissioner appointed under section 20.

3. Processing of an application.—

- (1) An application under section 19 or section 22 shall be processed before or by a Commissioner for the area in which—
(a) the accident took place which resulted in the injury; or
(b) the workmen or in case of his death the dependants claiming the compensation ordinarily reside; or
(c) the employer has his registered office:
Provided that no matter shall be processed before or by a Commissioner other than the Commissioner having the jurisdiction over the area in which the accident took place without his giving notice in Form A to the Commissioner having jurisdiction over the area and the State Government concerned.
- (2) The Commissioner under section 21(l)(b) or (c) may initiate proceedings afresh or he may continue the previous proceedings initiated under section

¹ Vide G.S.R. 451(E), dated 25th September, 1996, published in the Gazette of India, Extra. Pt. II, Sec. 3 (i), dated 1st October, 1996.

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21(l)(a) as if the same or any of its part had been taken before him if he is satisfied that the interest of the parties shall not thereby be prejudiced.

4. Transfer of records or money.—

- (1) If any matter under the Act is required to be processed before or by a Commissioner other than the Commissioner having jurisdiction over the area in which the accident took place the former may for the proper disposal of the matter call for in Form B a detailed report including transfer of any records or money remaining with the latter and on receipt of such a request he shall comply with the same:

Provided that if any further enquiry is necessary in the area in which the accident took place for framing of issues or for determining the amount of compensation, the Commissioner, before whom the application has been filed, may require the Commissioner of the area in which the Accident took place to conduct such enquiries and to serve such notices or orders as may be necessary for the purpose of such enquiries.

- (2) Money deposited with one Commissioner under section 8 shall be transmitted to another Commissioner either by remittance transfer receipt or by money order or by bank cheque.

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FORM A
(See rule 3)

Whereas a claim for compensation has been made by.....
(applicant) against..... and the said applicant has claimed that
he is entitled to file an application under clause (b) or (c) of section 21(1) of the
Workmen's Compensation Act, 1923;

And whereas the undersigned is satisfied that the said applicant is entitled to
file the aforesaid claim;

Now, therefore, the Commissioner for Workmen's Compensation
..... / Government of.....is hereby given notice
that the undersigned proposes to settle the claim of the applicant as provided
under the Act.

Date.....

Commissioner.

FORM B
(See rule 4)

To,
.....
.....

Sir,

The report about an accident which occurred on..... at
(here enter details of premises) and which resulted in death/disablement of the
workman is furnished as given below:

1. (a) Name of the
workman.....

(b) Sex, age and monthly
wage.....

(c) Nature of
employment.....

(d) Name of the employer.....

(e) Full postal address of the workman/dependants (local and permanent
both.).....

(f) Full postal address of the factory/establishment where its registered office
is located.

2. The circumstances leading to death/disablement of the workman—

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- (a) Time of the accident.....
- (b) Place where the accident occurred.....
- (c) Manner in which deceased was/were employed at that time.....
- (d) Cause of the accident.....
- 3. The amount of money deposited by the employer with the Commissioner under section 8.
- 4. (a) Details of compensation paid, if any.....
- (b) Particulars of money invested for the benefit of dependants of deceased workman.....
- ...
- 5. Documents forwarded (in original) as under:
 - (a) Death certificate.....
 - (b) Disablement certificate from the competent medical authority.....
 - (c) Receipt for Deposit of Compensation by the employer.....
 - (d) Statement of Disbursement.....
 - (e) Receipt of compensation from the workman/dependants.....
 - (f) Memorandum of Agreement, if any.....

Date.....

Commissioner.

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¹[Form HH)
(See rule 54)

Abstract of the workmen's Compensation Act, 1923

I. Workman V Covered

The Act applies to all persons (other than those whose employment is of a casual nature and who are employed otherwise than for the purpose of the employer's business). Who are railway servants (other than those permanently employed in any administrative, district or; sub-divisional office of railway) and who are employed in industries specified in scheduled II.

II. Employer's Liability for Compensation

If personal injury is caused to a workman by accident arising out of and in the course of his employment, his employer shall be liable to pay compensation, with the exception that (1) no compensation is payable in respect of any injury which does not result in total or partial disablement for a period exceeding 3 days; (2) no compensation is payable for the first three days of temporary disablement even when that period is exceeded; and (3) no compensation is payable in respect of any injury, not resulting in death caused by an accident directly attributable to:-

- (i) the workman having been at the time of the accident under the influence of drink or drugs; or
- (ii) willful disobedience of the workman to an order expressly given or to a rule expressly framed/or the purpose of securing the safety of workmen; or
- (iii) willful removal or disregard by the workman of any safety guards or other device which he know to have been provided for the purpose of securing the safety of workmen,

III. COMPENSATION FOR DISEASES

- (a) If a workman employed in any employment specified in Part A of Scheduled III contracts any diseases specified there in as an occupational disease peculiar to (he employment, or if a workman, whilst in the service of an employer in whose service he has been employed for a continuous period of not less man six months (which period shall not include a period of service under any other employer in the same kind of employment) in any

¹ Added vide Hr. Govt, Noti. No. 11/97/94-4-Lab, dated 5.6.1993.

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- employment specified in Part B of Schedule 10, contract any disease specified therein as an occupational disease peculiar to that employment. or if a workman whilst in the service of one or more employers in any employment, specified in Part C of scheduled III for such continuous period as the Central Government may specify in respect of each such employment contracts any disease specified therein as an occupational disease peculiar to that employment, the contracting of the disease shall be deemed to be an injury by accident within the meaning of this action and, unless the contrary is proved the accident shall be deemed to have arisen out of and in the course of the employment.
- (b) If any disease specified in Part C of Schedule III as an occupational disease peculiar to that employment has been contracted by any workman during the continuous period specified under sub-section(2) in respect of that employment and the workman has during such period been employed in such employment under more than one employer, all such employers shall be liable for the payment of compensation under this Act in such proportion as the Commissioner may, in the circumstances, deem just.

IV. DEFINITIONS

- (a) **Dependent** - Dependent means (i) Widow, minor legitimate son, unmarried legitimate daughter and the widowed mother of the deceased workman; (ii) a son or a daughter who has attained that age of 18 years and who is infirm in case he was wholly dependent on the earnings of the workman at the time of his death; and widower, parents other than widowed mother, illegitimate son, unmarried illegitimate daughter or a daughter legitimate or illegitimate if married and minor or if widowed and minor, minor brother or an unmarried sister or minor widowed sister, widowed daughter-in-law minor child or a pre-deceased son, minor child of a pre-deceased daughter where no parents of the child is alive, or a paternal grand parent of no parent of the workman is alive.
- (b) **Partial disablement**
- (i) **Temporary** - Temporary partial disablement means such disablement as reduces the earning capacity of a workman in any employment in which he was engaged at the time of the accident resulting in the disablement.
- (ii) **Permanent** - Permanent partial disablement means (1) every injury specified in Schedule I to the Act; and (2) such disablement as reduces the earning

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capacity of a workman in every employment which he was capable of undertaking at the time of the accident resulting in the disablement.

- (c) **Total disablement** - Total disablement means such disablement which incapacitates a workman for all work which he was capable of performing at the time of the accident and includes ipso facto permanent total loss of sight and any combination of injuries specified in Schedule I, totaling 100 per cent or more loss in earning capacity.

V. AMOUNT OF COMPENSATION PAYABLE

Amount of compensation –

- (1) Subject to the provision of the Act the amount of compensation shall be as follows, namely:-

(a) where death results from the injury	an amount equal to forty per cent of the monthly wages of the deceased workman multiplied by the relevant factor; or an amount of twenty thousand rupees whichever is more;
(b) Where permanent total disablement results from the injury	an amount equal to fifty per cent of the monthly wages of the injured workman multiplied by the relevant factor; or an amount of twenty-four thousand rupees whichever is more;

Explanation I - For the purposes of clause (a) and clause (b). "relevant factor", in relating to a workman means the factor specified in the second column of Scheduled IV against the entry in the first column of that Schedule specifying the numbers of years which are the same as the 1 completed years of the age of the workman on his last birthday immediately preceding the date on which the compensation fell due.

Explanation II - Where the monthly wages of a workman exceed one thousand rupees, his monthly wages for the purposes of clause(a) and clause (b) shall be deemed to be one thousand] rupees only.

(c) Where permanent partial disablement results from the injury.	(i) in the case of an injury specified in Part II of Schedule I such percentage of the compensation which would have been payable in the case of permanent total disablement as is specified there
--	--

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	<p>in as being the percentage of the loss of earning capacity caused by that injury, and;</p> <p>(ii) in the case of an injury not specified in Schedule I, such percentage of the compensation payable in the case of permanent total disablement as is proportionate to the loss of earning capacity (as assessed by the qualified medical practitioner) permanently caused by the injury.</p>
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Explanation I - Where more injuries than one are caused by the same accident the amount of compensation payable under this head shall be aggregated but not so in any case as to exceed the amount which would have been payable, if permanent total disablement had resulted from the injuries:

Explanation II - In assessing the loss of earning capacity for the purpose of sub clause (ii), the qualified medical practitioner shall have due regard to the percentages of loss of earning capacity in relation to different injuries specified in Schedule I:

<p>(d) Where temporary disablement whether total or partial results equivalent to injury.</p>	<p>a half-monthly payment of the sum twenty-five per cent of monthly from the wages of the work man, to be paid in accordance with the provisions sub-section (2).</p>
---	--

(2) The half-monthly payment referred to in clause (d) of sub-section (1) shall be payable on the sixteenth day -

- (i) from the date of disablement where such disablement lasts for a period of twenty-eight days or more; or
- (ii) after the expiry of a waiting period of three days from the date of disablement where such disablement last for a period of less than twenty-eight days; and thereafter half-monthly during the disablement or during a period of five years, whichever period is shorter:

Provide that -

- (a) there shall be deducted from any lump sum or half-monthly payments to which the workman is entitled the amount of any payment or allowance which the workman has received from the employer by way of compensation during

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- the period of disablement prior to the receipt of such lump sum or of the first half-monthly payments, as the case may be; and
- (b) no half-monthly payment shall in any case exceed the amount if any, by which half the amount of the monthly wages of the workman before accident exceeds half the amount of such wages which he was earning after the accident.
- Explanation** - Any payment or allowance which the workman has received from the employer towards his medical treatment shall not be deemed to be a payment or allowance received by him by way of compensation within the meaning of clause (a) of the provision.
- (3) On the ceasing of the disablement before the date on which any half-monthly payment falls due there shall be payable in respect of that half month a sum proportionate to the duration of the disablement in that half month.

VI. COMPENSATION NOT TO BE ASSIGNED, ATTACHED OR CHARGED

No lump sum or half-monthly payment payable under this Act, shall in any way be capable of being assigned or charged or be liable to attachment or pass to any person other than the workman by operation of law, nor shall any claim be set off against the same.

VII. NOTICE AND CLAIM

No claim for compensation shall be entertained by a Commissioner unless notice of the accident has been given in the prescribed manner and unless the claim is preferred before him within two years of the occurrence of the accident or, in case of death, within two years from the date of death. The Commissioner may entertain and decide any claim to compensation, notwithstanding that the notice as prescribed has not been given or the claim has not been preferred in due time, if he is satisfied that failure to give the notice or prefer the claim was due to sufficient cause.

VIII. LIABILITY FOR CONTRACTOR'S WORKMEN

If the employer or principal engages a Contractor for the execution of the whole or any part of any work which is ordinary part of the trade or business of the principal, the principal shall be liable to pay to Contractor's workmen the compensation which he would have been liable to pay if the workman had been employed directly by him. The principal shall however, be entitled to be indemnified by the contractor and all questions as to be right to and the

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amount of any such indemnity shall, in default of agreement, be settled by the Commissioner.

IX . CONTRACTING OUT

Any contract or agreement, whereby a workman either relinquishes or reduces his right of compensation, shall be null and void in so far as it purports to remove or reduce the liability of any person to pay compensation under this Act.

X. APPEARANCE OF PARTIES

Any appearance, application or act required to be made or done by any person before or to a Commissioner may be made or done on behalf of such person by a legal practitioner or by an official of an Insurance Company or a registered Trade Union or by a Inspector of Factories or Inspector of Mines or by the any other officer specified by the Government in this behalf authorised in writing by such person, or, with the permission of the Commissioner, by any other person so authorised.

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FORM J

(See rule 39)

Notice to Principal employer

Whereas a claim for compensation has been made by..... applicant, against..... and the said..... has claimed that you are liable under section 12 (2) of the Workmen's Compensation Act, 1923, to indemnify him against any compensation which he may be liable to pay in respect of the aforesaid claim, you are hereby informed that you may appear before me on and contest the claim for compensation made by the said applicant or the claim for indemnity made by the opposite party. In default of your appearance you will be deemed to admit the validity of any award made against the opposite party and your liability to indemnify the opposite party for any compensation recovered from him.

Dated

Commissioner.

FORM JJ

(See rule 39)

Notice to employer other than principal employer

Whereas a claim for compensation has been made by applicant, againstand the said..... has claimed that..... is liable under section 12(2) of the Workmen's Compensation Act, 1923, to indemnify him against any compensation which he may be liable to pay in respect of the aforesaid claim, and whereas the said..... on notice served has claimed that youstand to him in the relation of a contractor from whom the applicantcould have recovered compensation you are hereby informed that you may appear before me on.....to contest the claim for compensation made by the said applicant or the claim for indemnity made by the opposite party In default of your appearance you will be deemed to admit the validity of any award made against the opposite party.....and your liability to indemnify the opposite party for any compensation recovered from him.

Dated 20....

Commissioner.

16(3) The Workmen's Compensation Occupational Diseases (Punjab) Rules, 1964

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16(3) The Workmen's Compensation Occupational Diseases (Punjab) Rules, 1964

**THE WORKMEN'S COMPENSATION (OCCUPATIONAL DISEASES)
(PUNJAB) RULES, 1964**

Notification No. GSR.30 CA8/23/S.32/64,
dated 8th January, 1964

In exercise of the powers conferred by Section 32(2) (p) (q) (r) of the Workmen's Compensation Act, 1923, the Governor of Punjab hereby makes the following rules namely:-

1. Short title and commencement –

- (i) These rules may be called the workmen's Compensation (Occupational Diseases) (Punjab) Rules, 1964.
- (ii) They shall come into force at once.

2. Application - These rules shall apply to all workmen employed in any employment mentioned in Part C of Schedule III of the Act.

3. Definition - In these rules, unless the context otherwise requires: -

- (a) **“Act”** means the Workmen's Compensation, Act 1923, (8 of 1923)
- (b) **“Asbestos”** means -
 - (i) a pulmonary fibrosis which manifests itself radiologically as a ground glass appearance of the pulmonary field, striations or reticular formations more or less marked, particularly diffuse at the bases or diffuse stippling or reticulation over extensive areas of both lung fields, whether or not accompanied by signs of pulmonary tuberculosis; and
 - (ii) clinically, by the presence of asbestoses bodies in the sputum accompanied by tracheo-bronchitis and emphysema;
- (c) **bagassosis** means a disease which -
 - (i) manifests itself as an acute allergic response due to sensitisation of the individual to bagasse dust; and
 - (ii) radiologically, consists of increase in the vascular shadows and increase in haziness and reticulation all over the lungs and increase in the hilar densities and some mottling. In acute phases patchy shadows resembling branch opneumonia may be seen;
- (d) **“Medical Board”** means the pneumoconiosis Medical Board constituted by the State Government under rule 4; or any Medical Board recognised by the State Govt. for the purpose of the rule; and

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(e) “**Pneumoconiosis**” means silicosis or coalminers pneumoconiosis or asbestosis or any of these diseases accompanied by pulmonary tuberculosis.

4. Constitution of pneumoconiosis Medical Board - (i) The State Governments constitute a pneumoconiosis Medical Board for the conduct of medical

examinations, submission of medical reports and the grant of medical certificates in pursuance of these rules:

Provided that with respect to the workmen employed in mines, the State Government may recognise any Medical Board for the purpose of these rules.

(2) The Board constituted or recognised under sub-rule (1) shall consist of three qualified medical practitioners of whom one shall be a Radiologist.

5. Medical conditions under which pneumoconiosis may be considered to be occupational diseases –

(1) The diagnosis of pneumoconiosis shall be carried out with all the necessary technical guarantees. Proofs of the degree of development of the pathological or anatomical changes in the respiratory and cardiac systems shall be furnished by the radiographic record and other laboratory records, which shall; be accompanied by the report of a full clinical examination, including a report the industrial history of the person concerned, the record of all occupations in which he has been employed, the nature of the harmful dusts to which he was exposed and; the duration of such exposures.

(2) For entitlement to compensation, silicosis and coal miners pneumoconiosis shall fulfill the following radiological and clinical conditions:-

(a) The radiological examination of the workmen must reveal -

(i) the appearance of generalised micronodular or nodular fibrosis covering a considerable part of both lung fields whether accompanied or not by signs of pulmonary tuberculosis; or

(ii) in addition to a marked accentuation of the patterns of both lungs, the appearance of one or several pseudotumoral fibrotic formations, whether accompanied or not by signs of pulmonary tuberculosis; or

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- (iii) the appearance of both of these types of fibrotic lesions at once, whether accompanied or not by sign of pulmonary tuberculosis.
- (b) Serial radiological pictures taken over a period during periodical medical examinations shall, as far as possible, be considered in making diagnosis in case where doubt exists;
- (c) Radiological interpretation shall be based on the standard international classification laid down by the International Labour Organisation (Geneva Classification);
- (d) The clinical examination of the workman concerned must reveal a decrease or a deterioration of the respiratory function or cardiac function, or a deterioration or the state of general health, caused by the pathological process specified above.

6. Evaluation of disablement –

- (1) The evaluation of disablement shall be made by reference to the physical (anatomical, physiological, and functional) and mental capacity for the exercise of the necessary functions of a normally occupied life, which would be expected in a healthy person, of the same age and sex. For such assessment, recognised cardio respiratory function tests shall be used to assess the degree of cardio respiratory function impairment
- (2) It shall be determined whether the disablement is temporary or permanent and also the percentage loss of function as it pertains to the loss of working capacity for receiving compensation.
- (3) Assessment of disablement shall be proportionate to the loss of earning capacity, total disablement being taken to be 100% loss of earning capacity.

Explanation - For the purpose of this rule, “permanent disablement” shall mean such disablement as is certified to be permanent by the Medical Board.

7. Certificate of cases - The claim for compensation in respect of the workman contracting any disease specified in part C of Schedule III to the Act shall be supported by a certificate issued by a qualified medical practitioner in the **Form A** appended to these rules:

Provided that where the contracting of such a disease had resulted in death or permanent disablement of the workers the claim shall also be supported by an endorsement on the certificate in the **Form B** appended to these rules by

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the Medical Board, and in case of difference of opinion between the qualified medical practitioner and the Medical Board, the opinion of the Medical Board shall prevail.

FORM A
Certificate of disability/death
(See rule 7)

This is to certify that Shri..... Son of..... age..... years, is/was suffering from Pneumoconiosis/died on with pulmonary tuberculosis and the contracting of the disease is/was reasonably attributable to his employment in

(1) Temporary disablement

(a) The disability is in my opinion of a temporary nature likely to last for years months. He is unfit for work in his present employment.

Fit for..... (State employment for which he is considered fit)

(2) Permanent disablement

The disability is of a permanent nature and is assessed at..... percent.

(3) Death

Death is attributable to the contracting of the disease.

Place..... Signature of the qualified

Date..... Medical Practitioner

* Cancel out portions not applicable.

FORM B
(See rule 7)

Endorsement to be made by Medical Board in case of permanent disability or death

This is to certify that Shriis/was suffering from pneumoconiosis/pneumoconiosis with pulmonary tuberculosis and the contracting of the disease is/was reasonably attributable to his employment in

(1) Permanent disability

It is certified that the disability is of a permanent nature and is assessed at.....percent.

(2) Death

It is certified that the death of Shri.....is attributable to the contracting of the disease.

Place.. ..

Signature of Member

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Date..... of Medical Board

Note -The Medical Board may call for any further information that may be considered necessary by it from the Medical practitioner concerned before countersigning Certificate in case of death.

Jurisdiction of Labour Commissioner/Joint Labour Commissioner/ Deputy Labour Commissioners/Labour-cum-Conciliation Officers/ Labour Inspectors who are declared Inspectors under various Labour enactments in the State of Haryana

Sr. No.	Designation	Jurisdictional Limits
1	2	3
1.	Labour Commissioner, Haryana.	Whole of the State of Haryana.
2.	Joint Labour Commissioner I & II, Haryana.	Whole of the State of Haryana.
3.	Deputy Labour Commissioner, Headquarter at Chandigarh.	Ambala, Panchkula, Yamuna Nagar, Kurukshetra and Kaithal districts.
4.	Deputy Labour Commissioner, Faridabad	District Faridabad
5.	Deputy Labour Commissioner, Panipat.	Sonepat, Panipat, Karnal, Gurgaon, Rewari, Mohindergarh, Jind and Rohtak, districts.
6.	Deputy Labour Commissioner, Hissar.	Hissar, Bhiwani and Sirsa districts.
7.	Labour Officer-cum-Conciliation Officer, Panipat.	District Panipat.
8.	Labour Officer-cum-Conciliation Officer Karnal.	District Karnal.
9.	Labour Officer-cum-Conciliation Officer, Kaithal.	District Kaithal.
10.	Labour Officer-cum-Conciliation Officer, Kumkshetra	District Kurukshetra
11.	Labour Officer-cum-Conciliation Officer, Sirsa	District Sirsa
12.	Labour Officer-cum-	District Hissar.

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	Conciliation Officer, Hissar.	
13.	Labour Officer-cum-Conciliation Officer, Yamuna Nagar.	District Yamuna Nagar.
14.	Labour Officer Cum-Conciliation Officer, Ambala.	District Ambala and Panchkula
15.	Labour Officer cum Conciliation Officer, Sonapat	District Sonapat
	Labour Officer cum Conciliation Officer, Rohtak	District Rohtak
18.	Labour Officer cum Conciliation Officer, Bhiwani.	District Bhiwani and Jind.
19.	Labour Officer cum Conciliation Officer, Gurgaon	District Gurgaon.
20.	Labour Officer cum Conciliation Mohindergarh and Officer, Rewari	District Rewari
21.	Labour Officer-cum-Conciliation Officer, circle-I, Fandabad.	Sector 11 to 15, 15A to 16, 16A, 17 to 21,27A to 27 D, 28 to 37 of Faridabad complex.
22.	Labour Officer-cum-Conciliation Officer, Circle-II, Faridabad.	Neighbourhood of Sector 1 to 5, Panjabi Colony, press colony, Sector-24, Industrial Area, Faridabad and New Industrial Township.
23.	Labour Officer cum Conciliation -Officer, Circle Ballabgarh, Fandabad.	Sector 1 to 10, 22, 23, 25, 26, both side of Mathura Road, from M/s Gedore Tools (India)Ltd to -wards Ballabgarh to the last octroi post of Ballabgarh and Palwal Sub-Division of Faridabad District.
24.	Labour Inspector, Head quarter	Whole of the State of Haryana.
25.	Labour Inspector, Panchkula	Kalka Tehsil (Kalka, Pinjore and Panchkula), Sub-tehsil Rani and sub-tehsil Barwala.

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26.	Labour Inspector, Ambala Cantt. Area of Ambala Cantonment Board and Ambala Sadar Municipal Committee.	
27.	Labour Inspector Circle-I, Ambala City.	Municipal limit of Ambala City
28.	Labour Inspector Circle-II, Ambala City.	Tehsil Ambala excluding the area of Labour Inspector, Ambala Cantt. and Ambala City and including Naraingarh Tehsil.
29.	Labour Inspector, Kurukshetra.	Area falling in Distt. Kurukshetra.
30.	Labour Inspector, Kaithal.	Area falling in Distt, Kaithal,
31.	Labour Inspector, Circle-I, Yamuna Nagar.	Local limits of Yamuna Nagar excluding both sides of Jagadhri Road, fountain chowk to Jagadhri road octroi post and both side of workshop road from bye pass to Vishnu Nagar.
32.	Labour Inspector. Circle-II, Yamuna Nagar.	Distt. Yamuna Nagar excluding area of Labour Inspector Circle- I Yamuna Nagar and Labour Inspector, Jagadhri
33.	Labour Inspector, Jagadhri.	Govindpuri Road left side to Chhachhrauli Road upto R.D. Alloys (including shops and factories on both sides of the Rail-way road and Devi Bhavan Bazar from Swastika Metal Works to Chhachhrauli Gate). Bilaspur Sadhaura Sub Tehsils and both sides of workshop road from bye pass chowk to Vishnu Nagar, Yamuna Nagar.
34.	Labour Inspector, Circle-I, Karnal.	Left side of Railway line upto bye-pass of Municipal limit beyond Meerut Road towards Delhi sides upto Municipal limit and both sides upto bridge.
35.	Labour Inspector, Circle-II, Karnal.	Right side of Railway line and left side of bye-pass upto the point starting from

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		Ambala bye- pass Meerut Road, both sides beyond bridge of augmentation canal upto and including Gharaunda block and Asandh Tehsil of Distt Panipat.
36.	Labour Inspector, Circle-I, Panipat.	Left hand side of Karnal Delhi G.T. Road of tehsil Panipat except Smalkha block.
37.	Labour Inspector, Circle-II, Panipat.	Area falling between G.T. Road and Railway line (Main) of Panipat Tehsil and Smalkha Tehsil.
38.	Labour Inspector, Circle-III, Panipat.	Right hand side of Railway line in the west of Panipat which consist of Model Town, Industrial Area, NLF, Dharampura etc. Madlauda block.
39.	Labour Inspector, Circle-I, Sonapat.	Factories and shops and Commercial Estts. falling on the left side of railway bridge (Purkhas Adda) of Gurdawara Road, to Bus Stand, to G.T. Road, Murthal Chowk, Ganaur City and left side of G.T.Road, (Haldana Border to Delhi Border).
40.	Labour Inspector, Circle-II, Sonapat.	Factories and Shops and Commercial Estts. falling on the left side of Panipat Delhi Railway line of Sonapat City except circle-I and Right side of G.T, Road, Haldana Border to Delhi Border, Bahalgarh Road, and Murthal Industrial Estate.
41.	Labour Inspector, Circle-III, Sonapat.	Area falling beyond the jurisdiction of Labour Inspectors, Circle I & II, Sonapat.
42.	Labour Inspector, Circle-I Rohtak.	Rohtak tehsil of Rohtak Distt. excluding the area of Labour Inspector, Circle-II Rohtak.
43.	Labour Inspector, Circle-II, Rohtak.	East side of Gohana -Rohtak Railway line up to Municipal limit of Bhiwani Railway line. Sampla Block, Jhujjar, Meham and Gohana Tehils of Distt. Rohtak

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44.	Labour Inspector, Narwana.	Narwana and Safidon Tehsil of Jind District.
45.	Labour Inspector, Fatehabad.	Fatehabad Tehsil including Bhuna and Ratia and Tohana Tehsil of Hissar Distt.
46.	Labour Inspector, Jind.	Jind Tehsil of Jind Distt.
47.	Labour Inspector, Circle-I, Hissar.	Left side of Sirsa-Rewari Railway Line within the Municipal limit of Hissar city and Adampur sub Tehsil.
48.	Labour Inspector, Circle-II, Hissar.	Right side of Sirsa-Rewari Railway Line within the Municipal limits of Hissar city, Hissar Tehsil and Siwani Sub Division, Tehsil (excluding Adampur Sub Tehsil Uklana Sub Tehsil) and Factories on Hissar Barwala Road upto 8 K. M.
49.	Labour Inspector, Hansi.	Tehsil Hansi and Towns of Uklana and Barwala
50.	Labour Inspector, Sirsa.	Sirsa District.
51.	Labour Inspector, Bhiwani.	Bhiwani District.
52.	Labour Inspector, Bahadurgarh.	Bahadurgarh Tehsil of Rohrtak District.
53.	Labour Inspector, Circle-I, Gurgaon.	All Factories and establishment on the right side of old railway road leading from D.C. House to Railway Station.
54.	Labour Inspector, Circle-II, Gurgaon	All factories and establishment on the left side of old railway road leading from D.C. House to Railway Station and town of Sohna, Nuh and Ferozepur Jhirka.
55.	Labour Inspector, Rewari.	Area falling in Rewari Distt.
56.	Labour Inspector, Narnaul.	Mohindergarh and Narnaul Tehsil of Distt. Mohindergarh.
57.	Labour Inspector, Circle-I, Faridabad.	From Delhi Border to Budkhal Maur right hand side from Delhi border upto Railway line.
58.	Labour Inspector, Circle-II, Faridabad.	Sector 24 of Faridabad.

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59.	Labour Inspector, Circle-III, Faridabad,	Badkhal mour to right hand portion upto Holiday Inn Mathura Road, NIT Market No. 2,3,4,5, and New Colony of Faridabad Town, Village Fatehpur Indira Colony, Super Diesel Building.
60.	Labour Inspector, Circle-IV, Faridabad.	From Delhi Border to Badkhal Maur left hand side from Delhi Border upto Kachi Canal.
61.	Labour Inspector, Circle-V, Faridabad,	Industrial area, NIT Market No. 1, Mujesar and Ram Sarup Colony of Faridabad.
62.	Labour Inspector, Circle-VI, Faridabad.	Ballabgarh city and whole area of Faridabad Distt- except jurisdictional limits of other Labour Inspectors of Faridabad and Palwal.
63.	Labour Inspector, Circle-VII.	Sector 6 to 11 of Faridabad.
64.	Labour Inspector, Circle-VIII, Faridabad.	From Godore Tools to Ballabgarh canal right hand side of Mathura Road, Sector 4,25 and 26.
65.	Labour Inspector, Circle-IX, Faridabad.	From Badkhal Maur to Holiday Inn left Hand side of Mathura Road including old Faridabad city and sectors 12 to 19.
66.	Labour Inspector, Circle X, Faridabad.	Dabua Colony, Jawahar Colony, Panjabi colony. Press Colony, Sanjay Memorial, Sector 22 and 23, Faridabad.
67.	Labour Inspector Palwal.	Tehsil Palwal and Hathin and Sub tehsil Hodel of Faridabad District.

Jurisdiction of various Industrial Tribunal-cum-Labour Courts constituted in the State of Haryana

Sr. No.	Designation	Jurisdictional Limits
1.	Industrial Tribunal- cum- Labour Court, Faridabad.	(i) Sectors 11 to 15, 15A, 16, Circle I, 16A, 17 to 21,27A to 27 D,28 to 37 of Faridabad complex.
		(ii) Neighboring area of sectors 1 to 5 of

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		Faridabad Complex, Punjabi Colony, Press Colony and New Industrial Township, Faridabad,
2	Industrial Tribunal-cum-Labour Court, Circle II, Faridabad	(i) Sectors 1 to 10,22,23,24,25 26, Industrial Area Faridabad Town. Both sides of Mathura Road from M/s Jhalani Tools Ltd. Ballabgarh, upto last octroi and Sub Division Ballabgarh (excluding the areas allotted to Presiding Officer Industrial Tribunal-cum-Labour Court, Circle-1, Faridabad.
		(ii) Sub Division, Palwal.
3.	Industrial Tribunal-cum-Labour Court, Gurgaon.	Mohindergarh and Gurgaon Rewari districts.
4.	Industrial Tribunal-cum-Labour Court, Rohtak	Rohtak, Sonapat and Jind districts.
5.	Industrial Tribunal-cum-Labour Court, Hissar	Hissar, Sirsa, and Bhiwani districts
6.	Industrial Tribunal-cum-Labour Court, Panipat	Panipat and Kamal districts.
7.	Industrial Tribunal-cum-Labour Court, Ambala	Ambala, Yamuna Nagar, Kurukshetra and Kaithal districts