

**Scheme for Compensation to the Members of Staff in the Event of Death / Disability / Serious Injury Suffered while on Duty:**

The Workmen's Compensation Act provides for payment of compensation to employee for injury due to accident arising out of and in the course of his employment. The compensation is available in case of:

- (i) Death
- (ii) Total permanent disability
- (iii) Permanent partial disability
- (iv) Temporary disability

The benefits under the Workmen's Compensation Act have been adopted for all employees including officers. The amount of compensation in case of (i) Death, and (ii) Total permanent disability is worked out with reference to the age of the employee at the time of his death or disability according to the following chart:

**Factors for working out lump-sum equivalent of compensation amount in case of permanent disablement and death.**

Completed years of age on the last birth day of the employee immediately preceding the date on which the compensation fell due	Factor	Completed years of age on the last birth day of the employee immediately preceding the date on which the compensation fell due	Factor
(1)	(2)	(1)	(2)
18	226.38	39	186.90
19	225.22	40	184.17
20	224.00	41	181.37
21	222.71	42	178.49
22	221.37	43	175.54
23	219.95	44	172.52
24	218.47	45	169.44
25	216.91	46	166.29
26	215.28	47	163.07
27	213.57	48	159.80
28	211.79	49	156.47
29	209.92	50	153.09
30	207.98	51	149.67
31	205.95	52	146.20
32	203.85	53	142.68
33	201.66	54	139.13
34	199.44	55	135.56
35	197.06	56	131.95
36	194.64	57	128.33
37	192.14	58	124.70
38	189.56	59	121.05