



कर्मचारी राज्य बीमा निगम
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)
EMPLOYEES' STATE INSURANCE CORPORATION
(Ministry of Labour & Employment, Govt. of India)



मुख्यालय
Headquarters'
पंचदीप भवन सी०आई०जी रोड, नई दिल्ली-110002
PANCHDEEP BHAWAN, C.I.G. MARG, NEW DELHI-110 002
Phone: 011-23604700 Email : dir-gen@esic.nic.in
Website : www.esic.nic.in / www.esic.in

File no. T-11/12/275/2022-Legal

03-12-2024

Circular

Subject:- Report on HR policies for reviewing of reducing of litigation of ESIC-reg.

Please refer this branch UO Note no. T-11/12/275/2022-Legal dated 15.05.2023 regarding report on pendency of legal cases in Employees State Insurance Corporation whereby a committee was constituted for reviewing of HR Policies and Reduction of Litigation.

The committee has proposed several recommendations related to HR policies and strategies to reduce litigation within ESIC. The minutes of the meeting/report of committee has been approved by the Director General. The minutes of the meeting/report of Committee is attached herewith for information and further necessary action, as following -

1. **Legal Advisor-** The E.I Branch may take further action for appointment of legal advisor or any other such post/ position which is already sanctioned and lying vacant.
2. **Appeals in service matters-** All branches/ divisions and specially the establishment branches, the medical administration branches etc. must take note of the point related to this, in the attached document and take action accordingly.
3. **All concerned establishment branches/ medical administration branches must examine all the court cases with common question of law/ law points and deal them in similar manner.**
4. For point no. 4 of the attached document, the E.I Branch may take note of it and take further necessary action.
5. All Regional Directors/ Dy. Directors (I/c)/ Medical Superintendents/ Deans may take note of point no. 5, 6, 8 and 9 of the attached document for further necessary action.
6. All the branches/ divisions of the Hqrs. should take note of point no. 7 and 9 of

the attached document while dealing with any policy or with any contempt cases.

This issues with the approval of the Competent Authority.

Encl:- As above.

Shreyas Singh

Dy. Director (Legal)

To:-

1. PPS/PA of all the Divisional Heads of ESIC Hqrs. office.
2. IC(P&A)/ MC(MA)/ IC(Revenue/Benefit)
3. Dy. Director, E.I Branch
4. All Branches of ESIC Hqrs office.
5. All Field Units/All Accounting Units.
6. Website Content Manager- for uploading on website.
7. Rajbhasha Shakha- for Hindi translation.