

**BANGLADESH RURAL ELECTRIFICATION BOARD  
DHAKA, BANGLADESH  
PBS INSTRUCTION: 300-32**

**SUBJECT: WORKMEN,S COMPENSATION BENEFIT SCHEME FOR THE PBS.**

Date of Approval : 12-11-1980

Date of Last Revision : 19-02-2020

**PURPOSE :**

To provide guideline for the Workmen's Compensation Benefit Scheme to be utilized by the Palli Bidyut Samities.

**POLICY:**

Each PBS will adopt the Workmen's Benefit Scheme within the guidelines as laid down in this Instruction.

**GUIDELINES:**

The Palli Bidyut Samities are entrusted with the prime responsibility for construction, operation, distribution and maintenance of electricity in the rural areas. Some employees are entrusted with the responsibility to implement this system. As they face professional hazards, the PBS is liable under this instruction to pay compensation (as per schedule-11) to an employee for death, and permanent disablement or partial disablement caused by accident or statutory disease arising out of or in course of employment:

Provided that the PBS shall not be so liable—

- (a) in respect of any injury which does not result in the total or partial disablement of the employee/workman for a period exceeding four days;

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

### ARRANGEMENTS OF FUNDS AND PAYMENTS

- 1) The PBS will open a Savings Account and will deposit monthly to this account 1% (one percent) of the Base pay of the employees covered under Schedule-1. The amount accumulated in this Fund over Taka 2,00,000.00 (Two Lac) will be invested in Fixed Deposits (FDR) amounting to Taka 1,00,000.00 (One Lac) each. The final balance will be Taka 5,00,000.00 (five Lac) for every fifty Concern employees, subject to the maximum of Taka 50,00,000.00 (fifty Lac).
- 2) When the maximum fund balance has been achieved, no additional deposits will be required until benefits are paid out of it, then deposit will be required again until the fund reaches the maximum balance. The interest earned, after the target is achieved, will be deposited into the General Fund of the PBS.

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- 3) The Compensation Benefit due to accident will be paid to the affected employee from "General Fund" until the amount of the Benefit Scheme Fund is sufficient enough to meet the compensation. Subsequently, the General fund will be reimbursed as soon as the Benefit Scheme Fund attains sufficiency.
- 4) The PBS Board of Directors will appoint the following committee along with one (1) representative from the PBS Board who will be responsible for the management of this Benefit Scheme. After examining the terms and conditions of the Benefit Scheme committee will provide their recommendations. The recommendations will be approved by the PBS board.

#### COMMITTEE MEMBERS

- President : To be nominated by PBS from the Board of Directors.
- Member-Secretary : Senior General manager/General Manager
- Member : A.G.M (Human Resource)/AGM (Admin).
- Member : Retainer Medical Officer of PBS.
- Member : Assistant Engineer, Project Division, BREB.

#### 5) SELECTION OF NOMINEE(S)

Every employee covered under this Benefit Scheme nominate in the Prescribed manner any of his dependents to receive the amount of compensation in the event of an injury resulting in his death.

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**Note:** The provision of this instruction does not restrict the right to receive any other benefits such as Provident Fund, Benevolent Fund, Grant Group Insurance Benefits etc. accruing to the employee of his nominee.

### SCHEDULE-1

The Category of employees as specified below may be covered by the Workmen's Compensation Insurance:

1. Deputy General manager, HQ-Tech.
2. Assistant General Manager, Operation & Maintenance.
3. Assistant General Manager, Engineering & Construction
4. Assistant General Manager, Power Management.
5. Assistant General Manager, Member Service .
6. Junior Engineer (O&M/E&C/Power Management/ERC).
7. Assistant Junior Engineer (O&M/E&C/Power Management/ERC).
8. Power Use Coordinator.
9. Member Service Coordinator
10. Line Technician.
11. Lineman (Grade-1, Grade-2).
12. Wiring Inspector.
13. Apprentice Lineman.
14. Hot Line Equipment Lineman.

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## SCHEDULE-II

### COMPENSATION SCHEDULE

COMPENSATION FOR		AMOUNT OF COMPENSATION
1)	Death	Taka 10,00,000/- (Ten Lac)
2)	Permanent total disablement	Taka 10,00,000/- (Ten Lac)
3)	Permanent partial disablement	Taka 7,00,000/- (Seven Lac)

For making payment against permanent/partial disablement, the table will be used to determine the percentage of compensation based on the amount set for compensation.

List of injuries deemed to result in permanent partial disablement.

Sl. No.	Description of injuries	Percentage of loss of earning capacity
1.	Loss of both hands or amputation at higher sites	100
2.	Loss of hand and a foot	100
3.	Loss of sight of both eyes to such an extent as to render the claimant unable to perform any work for which eyesight is essential	100
4.	Double amputation through leg or thigh, or amputation of leg or thigh on one side and loss of either foot	80
5.	Very severe facial disfigurement.	70
6.	Absolute deafness	70
7.	Amputation through shoulder joints	80
8.	Amputation below shoulder with stump less than 8" from the tip of acromion.	70

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**Amputation cases upper limbs (either arms).**

Sl. No.	Description of injuries	Percentage of loss of earning capacity
9.	Amputation from 8" from tip of acromion to less than 4.5" below tip of olecranon.	60
10.	Loss of hand or of the thumb and four fingers of one hand or amputation from 4.5" below tip of olecranon.	60
11.	Loss of thumb.	30
12.	Loss of thumb and its metacarpal bone.	30
13.	Loss of four fingers of one hand.	30
14.	Loss of three fingers of one hand.	30
15.	Loss of two fingers of one hand	10
16.	Loss of terminal phalanx of thumb	10
17.	Amputation of both feet resulting in endearing stump.	80
18.	Amputation through both feet proximal to the metatarso-phalangeal.	70
19.	Loss of all toes of both feet through the metatarso-phalangeal joint.	30
20.	Loss of all toes of both feet proximal to the proximal inter-phalangeal joint.	20
21.	Loss of all toes of both feet distal to the proximal inter-phalangeal joint.	10
22.	Amputation at hip.	80
23.	Amputation below hip with stump not exceeding 5" in length measured from tip or great trochanter but not beyond middle thigh.	70
24.	Amputation below hip with stump not exceeding 5" in length measured from tip or great trochanter.	60

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**Amputation cases upper limbs (either arms).**

Sl. No.	Description of injuries	Percentage of loss of earning capacity
25.	Amputation below middle thigh to 3.5" below knee.	50
26.	Amputation below knee with stump exceeding 3.5" but not exceeding 5".	40
27.	Amputation below knee with stump exceeding 5".	30
28.	Amputation of one foot resulting in endearing stump.	20
29.	Amputation through one feet proximal to the metatarso-phalangeal joint.	20
30.	Loss of all toes of one feet through the metatarso-phalangeal joints.	10
31.	Loss of one eye without complication, the other being normal.	40
32.	Loss of vision of one eye without complications of disfigurement of eyeball, the other being normal	20
	Index Finger:	
33.	Whole.	14
34.	Two Phalanges.	11
35.	One phalanges.	9
36.	Guillotine amputation of tip without loss of bone.	5
	Middle Finger:	
37.	Whole	12
38.	Two Phalanges.	9

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Sl. No.	Description of injuries	Percentage of loss of earning capacity
39.	One phalanges.	7
40.	Guillotine amputation of tip without loss of bone.	5
41.	Whole.	7
42.	Two Phalanges.	6
43.	One phalanges.	5
44.	Guillotine amputation of tip without loss of bone Great toe:	5
45.	Through metatarso-phalangeal joints.	10
46.	Part, with some loss of bone. Any other toe:	3
47.	Through metatarso-phalangeal joints.	3
48.	Part, with some loss of bone. Two toes of one foot, excluding great toe:	2
49.	Through metatarso-phalangeal joints.	5
50.	Part, with some loss of bone. Three toes of one foot excluding great toe:	2
51.	Through metatarso-phalangeal joints.	6
52.	Part, with some loss of bone. Four toes of one foot excluding great toe:	3
53.	Through metatarso-phalangeal joints.	9
54.	Part, with some loss of bone.	5

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