



HEADQUARTERS
EMPLOYEES' STATE INSURANCE CORPORATION
PANCHDEEP BHAWAN, CIG ROAD, NEW DELHI-110002
(website address: www.esic.nic.in)

F. No. Z-11/12/7/2014 MSU(RFD)

Dated:-22-10-2014

To,

All Regional Directors/SSMC/Directors/ Joint Directors(I/c)
All MS ESIC Hospitals,
All Dean Medical Institutes,
D(M)D/ D(M) Noida,
.....

Subject:- **Result Framework Document (RFD) 2014-15: Implementation of Agreed Milestone of Approved Corruption Mitigation Action Plan 2014-15 (CMAP).**

Sir/Madam,

The ESIC has identified potential areas of corruption and chalked out its Mitigation Action Plan (CMAP) under RFD 2014-15.

The detail action plan is available on the ESIC website www.esic.nic.in under the tab RFD.

Accordingly, you are requested to take necessary action in this regard and the reports as per the targets may be forwarded to this office in quarterly basis.

This issues with approval of the Insurance Commissioner.

Yours faithfully,

(A.K.SAHU)

JT.DIRECTOR(MSU)

Copy to :

1. PPS to All Divisional Heads, Hqrs. Office/NTA new Delhi
2. All officers, ESIC Hqrs. Office.
3. Rajbhasha Shakha for issuance in Hindi.
4. Website Content Manager for uploading on website.

वेबसाइट की विषय-सूची का प्रबंधन.....
Website Contents Management.....
आपकी सं./Diary No. 747.....
दिनांक 29/10/14.....

ESIC: Corruption Mitigating Action Plan(CMAP) 2014-15

Sl.	Potential Areas of Corruption	Causes of Corruption	Remedial Action	Impact of Action taken so far	Proposed action point
1.	Payment to beneficiaries, third parties and staff	<ol style="list-style-type: none"> 1. Over the counter payment in cash to the beneficiaries and staff. 2. Delay in processing 	<ol style="list-style-type: none"> i. Cheque payments. ii. ECS payment iii. Timelines set for processing all kind of payments. iv. Implementation of IT with batch processing for monthly payments. 	Timely payment, proper payment, reduction in human interface, time saving, man-power saving.	Visit of IP/beneficiaries to the Branch Offices/Pay Offices for receiving payment in cash to be reduced by 0.5% every year.
2	Issuance of Registration Code No. to the Employers.	Delay in issue of code-number for compliance under the Act.	On-line registration facility to the employers through ESIC Portal.	All factories/ establishments are able to register their factory under ESI Act and make compliance under it.	Newly covered employers to be inspected as per extant Inspection Policy.
3.	Registration of employees and issuance of temporary identity card to them.	Delay and manipulation in issuance of insurance number to the IPs	Online registration of insured persons by the employer concerned and generating temporary identity card (TIC). The authentication by employer allowing IP for availing Medical Benefits.	<ol style="list-style-type: none"> 1. Immediate registration and issuance of TIC to the insured persons. 2. Duplication in registration of the same insured persons. 	Validity of TIC for 30 days within which bio-metric to be done.
4.	Loss of revenue due to non specification of correct employees by the employer/factory/ Establishment.	The employers were able to change the name of Insured Persons for which the contribution were paid in half-yearly returns before.	<ol style="list-style-type: none"> 1. Online Payment of monthly contribution with list of employees in respect of whom contribution paid. 2. Filing of six monthly returns done away with. 	<ol style="list-style-type: none"> 1. Transparency in payment of contribution in respect of actual employees. 2. IP Portal: The employee (IP) concerned could see his contributory status. 	Setting of central Analysis & Intelligence Unit (CAIU) which shall recommend for Inspection of the units on the basis of data analysis, complaints and variation in compliance.

ESIC: Corruption Mitigating Action Plan(CMAP) 2014-15

Sl.	Potential Areas of Corruption	Causes of Corruption	Remedial Action	Impact of Action taken so far	Proposed action point
5.	Misuse of super-speciality treatment available under provisions of ESI Act.	<ol style="list-style-type: none"> 1. Back date registration of IP for fulfilling eligibility condition. 2. Improper Referrals to the tie-up hospitals. 3. Tie-up hospitals doing unnecessary test/ procedures. 	<ol style="list-style-type: none"> 1. The eligibility for the Super Specialty Treatment (SST) will be treated from the date of registration. 2. A new format for reference of the case has been introduced. 3. The new referral forms shall also indicates specific tests/ procedures required to be done by the Tie-up Hospitals. 	To be assessed.	To implement the decision.
6.	Award of construction projects.	Award of contract on nomination basis from among the empanelled agencies.	Award of construction projects on deposit work basis to CPWD.	Government Prescribed systems and procedures would be followed.	To be implemented.
7.	E-tender for procurement	<ol style="list-style-type: none"> 1. Limited access to the supplier. 2. Inadequate competition. 	Tenders are uploaded on the Organization's website as well as on Central Procurement Portal (CPP).	Wider participation of suppliers.	To be implemented

ESIC: Corruption Mitigating Action Plan(CMAP) 2014-15

SI	Potential Areas of Corruption	Action Point to mitigate the corruption	Designation of the person responsible for implantation of this action point	Success Indicator	unit	wt	Target Value				
							Excellent	V. Good	good	fair	poor
							100%	90%	80%	70%	60
1.	Over the counter payment to Insured Persons/Beneficiaries through Branch/Pay Offices.	Visit of IP/beneficiaries to the Branch Offices/Pay Offices for receiving payment in cash to be reduced by 0.25% every year.	IC(Benefit)	Minimum no. of cash/over the counter payments	%	1.5	4.75	5.0	5.25	5.5	5.75
2	Issuance of Registration Code No. to the Employers.	Newly covered employers to be inspected as per extant Inspection Policy.	IC(Revenue)	No of new units inspected as a Percentage of No of Newly registered Units	%	1.5	10	9	8	7	6
3.	Misuse of on-line registration of employees and issuance of temporary identity card to them. This is leading to misuse of facility.	Arranging camps to the IP's work place by using data available in the system as Validity of TIC is for 30 days within which bio-metric to be done	IC(ICT)	No of hybrid camps Organized.	No. in '000	1.5	20	15	12	10	8

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							Excellent	V. Good	good	fair	poor
							100%	90%	80%	70%	60
4	The employer evades in contribution in respect of certain employees and on certain kind of wages.	Setting of central Analysis & Intelligence Unit(CAIU) which shall recommend for Inspection of the units on the basis of data analysis, complaints and variation in compliance.	IC(revenue)	Percentage of confirmation of complaints received and deviation observed.	%	1.5	90	85	80	70	60
5	Misuse of Super Specialty Treatment (SST) available under the provisions of ESI Act.	I. Change in Computer software. II. Issue of instruction on SST eligibility from the date of Registration. III. Modification in referral procedures.	IC(ICT)	Date of Implementation	Date	1	15.11.14	30.11. 14	15.12. 14	31.12.14	31.1.15
			MC	Date of implementation of Referral Procedure	Date	1	31.10.14	15.11.14	30.11.14	15.12.14	31.12.14
6.	Award of construction projects.	Award of construction projects on deposit work basis to CPWD.	CE	Date of implementation.	Date	1	31.12.14	31.1.15	28.2.15	15.3.15	31.3.15
7.	E-tender for procurement	Implementation of E-tendering/procurement system.	DMC(RC) & IC (ICT)	Date of implementation for procurement up to 5 lakhs.	Date	1	28.2.15	7.3.15	15.3.15	22.3.15	31.3.15

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Sl	Outcome/impact of MSC	Success Indicator	unit	FY 13/14	FY 14/15	FY 15/16	FY 16/17	FY 17/18
1.	Hassel free payment to the beneficiaries and reduction in physical presence for payment.	Payment made over the counter.	%	5.26	5	4.75	4.5	4.25
2.	Issuance of Registration Code No. to the Employers.	No of new units inspected as a Percentage of No of Newly registered Units	%	-	9	9	9	9
3.	Organizing facility at door step for capturing bio-metric finger prints.	No of hybrid camps Organized.	No. in '000	-	15	20	10	10
4.	Increase in compliance under the provision of the ESI Act.	Percentage increase of insured person.	%	3	3.5	4	5	5.5
5.	Reduction in complaints of misuse of super-specialty to 10%.	Reduction in complaints in terms of percentage to the total number of complaints received in 2013-14.	%	100	75	50	25	10
6.	Transparency in project allocation.	Implementation of the decision	Date	-	31.1.2015	-	-	-
7.	Transparency in procurement of the goods and services.	Compliance of E-tender procedure up to 5 lakhs.	Date	-	31.3.2015	-	-	-
		Compliance of E-tender procedure up to 2 lakhs.		-		31.3.2016	-	-