

Ministry of Health

**Decision No (29) of 2014 regarding the definition and organisation
of Basic Health Care for Workers in Establishments**

Minister of Health:

Having reviewed Law No. (3) of 1975 regarding Public Health as amended;

Law No. (38) of 2009 establishing the National Health Regulatory Authority,

Labour Law for the Private Sector promulgated by Law No. (36) of 2012, as amended by Law No. (31) of 2014, and in particular Article (172) thereof;

Decision No (1) of 1977 for definition and regulation of Basic Health Care for Workers in Establishments with more than Fifty Workers, as amended;

And upon what has been agreed on with the Minister of Labour,

And upon the submission of the Undersecretary of the Ministry of Health,

Hereby Decides:

Article (1)

In applying the provisions of this Decision, basic healthcare for the workers of the establishments is defined as follows:

- 1) Medical examination of workers in the establishments.
- 2) Perform laboratory tests and x-rays.
- 3) Provide the drugs needed for treatment outside the healthcare center according to the list of drugs in the primary care.
- 4) Maternity care for female workers during pregnancy, including care during the pre and postnatal period in the primary care.

5) Vaccination of the workers of the establishments against communicable diseases in accordance with the instructions issued by the Ministry of Health in this regard.

6) Minor surgeries performed in healthcare centers in the primary care.

7) Simple dental treatments, including emergencies, extractions and fillings.

Article (2)

The employer is required to provide basic health care to workers in his establishment according to his commercial register, regardless of the number of workers in the establishment, by subscribing to the basic health care plan for workers in establishments at the Ministry of Health in accordance with the provisions of this decision.

Establishments employing more than fifty workers and following the approval of the committee referred to in Article (7) of this decision, may provide health care by one of the following means:

1) To enter into contract with one of the health insurance companies licensed to operate in the Kingdom.

2) Set up an integrated medical unit at the establishment which shall be licensed by the National Health Regulatory Authority to carry out the medical activity.

All in accordance with the conditions and specifications stipulated in articles (3 and 4) of this decision and the instructions issued by the Ministry of Health in this regard.

Article (3)

Basic health care is provided in accordance with the following specifications, conditions and basic principles:

- 1) Basic health care should be available day and night and on days off and official holidays.
- 2) Basic health care shall cover all workers in the establishment without discrimination.

Article (4)

The employer shall undertake, in case of contracting with one of the health insurance companies licensed to operate in the Kingdom, the following:

- 1) The health insurance cover shall include:
 - a) Treatment of acute and chronic diseases.
 - b) Examination, diagnosis, clinical and laboratory examination and X-rays as required, as well as medication prescribed by the attending physician, physiotherapist, etc., twenty-four hours a day.
- 2) The health insurance contract shall include the financial cost of secondary health care in the event the insured person is hospitalized for treatment.

Article (5)

Without prejudice to the provisions of Article (2) of this decision, the Ministry of Health shall provide basic health care to all workers of the establishments, and the establishment owner undertakes to pay to the Ministry the cost of such health care which is determined as follows:

- a) (72) dinars per year for each non-Bahraini worker.
- b) (22.5) dinars per year for each Bahraini worker.

The amounts due to the Ministry of Health are paid in the above-mentioned manner through their collection by the Labour Market Regulatory Authority when issuing and renewing the work permits for

non-Bahraini workers, and the Social insurance organization for Bahraini workers, according to the instructions and regulations governing the work of the two authorities, the establishment shall pay it as soon as it is claimed according to the regulations and instructions.

Article (6)

Establishments that provide basic health care to their workers using their own facilities during a limited period of the day may request the Ministry of Health to provide basic health care services at the times when their services are not provided, in return of reduction of health care cost stated in the preceding Article by 50%.

Article (7)

A committee is formed in the Ministry of Health to verify whether or not the employer provides the basic health care in accordance with the provisions of this decision and the instructions issued by the Ministry of Health in this regard, and to examine anything related to the application of the provisions of this decision .

Article (8)

Any person who violates the provisions of this Decision shall be subject to the penalties provided for in Article (192) of the Labour Law for the Private Sector promulgated by Law No. (36) of 2012.

Article (9)

Decision No (1) of 1977 for definition and regulation of Basic Health Care for Workers in Establishments with more than Fifty Workers shall be repealed. as well as any provision that contradicts the provisions of this decision.

Article (10)

The Undersecretary of the Ministry of Health and the concerned authorities -each within his jurisdiction- shall implement this Decision, and it shall come into force from the day following the date of its publication in the Official Gazette.

Minister of Health

Sadiq bin Abdulkareem Al-Shehabi

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Corresponding to: 29 December 2014