

Bahrain: Order No. 29 of 2014 With Regard to Specifying and Regulating Basic Health Care for Workers of Corporations

Title	Bahrain: Order No. 29 of 2014 With Regard to Specifying and Regulating Basic Health Care for Workers of Corporations
Date of adoption	<i>29 December 2014</i>
Entry into force	<i>01 January 2015</i>
Text versions	Arabic — Source: — <i>Official Journal Issue No. 3106 (01 January 2015), p. 28, Legislation & Legal Opinion Commission, Kingdom of Bahrain, accessed: 03 April 2017,</i> http://www.legalaffairs.gov.bh/Media/LegalPDF/RHEL2914.pdf
Abstract	

Art. 1 of this regulation defines the scope of basic health care for workers of establishments to include:

1. Medical examination.
2. Conducting laboratory analyses and x-rays.
3. Providing necessary medicines for treatment outside health centers, as per the medicines' list in the primary care.
4. Maternity care for female workers during pregnancy including pre and postnatal care.
5. Immunization of establishment workers against infectious diseases in accordance with the instructions issued by the Ministry of Health in this respect.
6. Minor surgical operations that are conducted in health centers of primary care.
7. Simple dental treatment including emergency cases such as, extraction and filling.

Art. 2 requires the employer to provide basic health care for the workers of his establishment, irrespective of number of workers of the establishment, through subscription in the basic health care scheme for the workers of establishments at the Ministry of Health, in accordance with the provisions of this Order. Establishments employing more than 50 workers and following the consent of the committee referred to in Article (7) of this Order, may provide health care by one of the following means:

1. Contracting with one of the health insurance companies licensed to operate in the Kingdom.
2. Setting up an integrated medical unit at the establishment, which must be licensed by the National Health Regulatory Authority to carry out this activity. All these are to take place subject to the conditions and specifications stipulated in Articles 3 & 4 of this Order, and to comply with the instructions issued by the Ministry of Health in this respect.

In accordance with Art. 3, health care must be available day, night, and during official holidays and must cover all workers of the establishment without exception.

Art. 4 sets the scope of the health insurance coverage to include the treatment of severe and chronic conditions as well as examination, diagnosis, and the conduct of clinical checkup laboratory tests and x-rays if required, in addition to medicines prescribed by the treating physician, and physiotherapy; all of which must be available round the clock.

The medical insurance agreement must cover the financial cost of secondary health care in case the insured needs to be admitted to a hospital for treatment.

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

1. BD72 per annum for every non-Bahraini worker.
2. BD22.5 per annum for every Bahraini worker.

The accrued amounts are payable to the Ministry of Health through the Labour Market Regulatory Authority by collecting it at the time of issuance and renewal of work permits in respect of non-Bahraini workers, and through the General Organization for Social Insurance in respect of Bahraini workers in accordance with the rules and regulations governing the work of both authorities. These amounts shall be payable and the establishment is committed to settle them immediately upon claim subject to the rules and regulations (Art. 5).

Art. 6 allows establishments which provide basic health care through their own facilities for a limited period during the day to rely on the Ministry of Health to provide basic health care services for the remainder of the time at a reduced cost of around 50% from that stated in the previous article.

Art. 7 provides for the establishment of a committee at the Ministry of Health whose responsibility is to whether or not the employer provides basic health care subject to the provisions of this Order.

Violations of the provisions of this Order shall be punishable by the penalties stated in the Article (192) of the Labour Law for the Private Sector promulgated by Law No. (36) of 2012.