



कर्मचारी राज्य बीमा निगम
(श्रम व रोजगार मंत्रालय, भारत सरकार)
Employees' State Insurance Corporation
(Ministry of Labour & Employment, Govt. of India)



मुख्यालय/Headquarters
पंचदीप भवन, सी.आई.जी. रोड, नई दिल्ली
Panchdeep Bhawan, C.I.G. Road, New Delhi

File No. : - T-11/12/16/3961/2022-Legal

ADVERTISEMENT

NOTICE INVITING APPLICATIONS FOR EMPANELMENT OF ADVOCATES TO REPRESENT ESIC HEADQUARTERS' OFFICE BEFORE HON'BLE SUPREME COURT, HON'BLE HIGH COURT OF DELHI, HON'BLE CAT, PRINCIPAL BENCH, DELHI AND VARIOUS OTHER COURTS AT DELHI FOR THE PERIOD 2026 – 28.

1. Employees' State Insurance Corporation (ESIC), a Statutory Body of the Ministry of Labour and Employment, Government of India, intends to empanel Advocates for representing ESIC Headquarters Office before various Courts in legal matters relating to it at Delhi. The practicing Advocates who are registered with Bar Council of India /State Bar Council are eligible for empanelment. The Qualification, Experience, Schedule of Fees, Other Terms and Conditions and the application format in which the application has to be made, are available on ESIC website :-

[https:// www.esic.gov.in>recruitment](https://www.esic.gov.in>recruitment)

2. The Advocates who are on the existing panel of ESIC Headquarter. office shall cease to be on the panel after the new panel is finalized as per this current notice. Therefore, they are also required to apply afresh to this notice.
3. Eligible practicing Advocates who are not in the existing panel of ESIC Headquarter office may submit application in the format at Annexure-'A'.
4. The Advocates who are on the existing panel of ESIC, Headquarter office should apply afresh in the format at Annexure-'B'.
5. The application along with all supporting documents by the applicants is to be sent to the under mentioned address by super scribing "Application for the Empanelment of Advocates for Hon'ble Supreme Court/ Hon'ble High Court of Delhi/Hon'ble CAT Principal Bench, Delhi/National Consumer Forum/Various other Courts at Delhi ".

बीमा आयुक्त (विधि) कर्मचारी राज्य बीमा निगम पंचदीप भवन, सी.आई.जी. मार्ग ,नई दल्ली-110002 टेलीफोन नं .011-23235778	Insurance Commissioner (Legal) Employees' State Insurance Corporation Panchdeep Bhawan, C.I.G. Marg New Delhi-110002 Telephone No. -011-23235778
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6. The last date of receiving Applications in ESIC, Headquarters office, New Delhi in the prescribed format is 12th January 2026 till 1700 hours.
7. The application for empanelment with ESIC does not confer any right/assurance of any kind that they will be empanelled on the ESIC panel. The list of selected Advocates will be made available on ESIC website www.esic.gov.in>recruitment . Letters to advocates confirming their empanelment will be issued by ESIC separately.
8. ESIC shall have the right to reject any application received for empanelment without assigning any reason or postpone or cancel the entire process of empanelment at its sole discretion.

-Sd/-

DEPUTY DIRECTOR (LEGAL)



E.S.I.C.

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ANNEXURE-'A'

Application format for New Advocate

Application No

(To be filed by ESIC)

APPLICATION FORM FOR EMPANELMENT OF ADVOCATES FOR ESIC IN Hon'ble SUPREME COURT, Hon'ble HIGH COURT OF DELHI, Hon'ble CAT(PB), DELHI AND VARIOUS OTHER COURTS AT DELHI (TO BE FILLED IN BY ALL APPLICANT ADVOCATES FOR PERIOD 2026-28).

To,

**The Insurance Commissioner (Legal)
Employees' State Insurance Corporation
Panchdeep Bhawan,
CIG Marg, New Delhi- 110002.
Tel: 011-23235778**

1.

PERSONAL DETAILS (In Block letters)		
1.	Name of the Court for which empanelment is applied (SUPREME COURT/ HIGH COURT OF DELHI/CAT(PB) DELHI/NCF AND VARIOUS OTHER COURTS AND TRIBUNALS AT DELHI) NOTE: Applicants willing to apply for more than one court need to apply separately	
2.	Name in FULL(in block letters)	
3.	Father's/ Husband's Name	
4.	Date of birth	
5.	Age on (last Date of receipt of application)	
6.	Nationality	
7.	Marital Status	
8.	Address for correspondence with PIN and Phone	
9.	Permanent Address with PIN and Phone	
10.	Address of Office/Chamber, if any, with PIN and Phone	
11.	A.	Enrolment number(please attach copy)
	B.	Advocate-on-Record Registration Number and date of registration (please attach a copy)
12.	Mobile Number (s)	



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Panchdeep Bhawan, C.I.G. Road, New Delhi

13	Email ID:	
14.	Are you related to any ESIC employee? If so, please give details (Viz. Name, Designation, place of work & relationship with the applicant):	

2. Details of Educational qualification (Commencing with the matriculation or equivalent examination):

Examinations Passed	Name of Board/ University	Name of institution	Class or Division	% of Marks	Subjects	Year of passing
10th/Matriculation						
12th/Intermediate						
Graduation						
LLB/Law Graduate Degree						
Post- Graduation						
Other Professional Qualifications						

3. Whether the applicant is currently on the Panel of any other Government Department/PSU/Statutory Body/ Autonomous Body etc., and if yes, please give the details below (Self-certified Copy of the Office Order/letter of empanelment may be attached):

Name of the Department/ PSU/Statutory Body/ Autonomous Body	From	To
A.		
B.		
C.		
D.		

4. Whether the applicant has worked as Legal Researcher (LR) attached to any Court/Judge? If yes, the details and the supporting documents:

Name of Court/Judge	Period of Research	Supporting documents
1.		
2.		

5. If one or more advocates are associated as juniors of the applicant, their details are provided below:

Sl. No.	Name of the advocate	Enrolment No. with date
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6. Infrastructural facilities available with the applicant be provided below (please tick if available):

Office space (Address, area, location, Self-owned/Leased)	Office clerk	Steno/typist	Support staff

7. Number of Cases handled at various Judicial Fora (last five years):

Name of the Court	Year	Total No. of Cases handled/ admitted	Number of cases decided in favor	Number of cases decided against	Number of remanded back cases	No.of pending cases
Supreme Court						
High Court						
Central Administrative Tribunal						
Others (please specify)						

- a. Whether the applicant has been engaged (through Vakalatnama) as Advocate in any Landmark or mother case? If yes, the particulars of the case with copy of the judgment wherein his/her name is recorded as advocate for one of the parties (Copy of order/judgment be attached as proof):



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Name of the Court	Case title	Nature of Judgment/Brief

b. Details of Bank Account, PAN and Aadhaar be provided below:

Bank Account Details (Bank, Account Number, Address of the branch and IFSC code)	PAN Number	Aadhaar Number

c. Annual Income for the last two years:

Sl. No.	Financial year	Annual Income (Rs.)	Professional Income from Legal practice (Rs.)
1			
2			

d. Whether any proceeding has ever been commenced or is continuing before the Disciplinary Committee of the Bar Council for alleged professional misconduct:

Sl. No	Details of allegations and Proceedings	Finding made by the Disciplinary Committee

e. Whether any criminal complaint has ever been filed or FIR registered or any criminal proceeding has ever commenced against the applicant advocate:

SI. No.	Details of allegations and Proceedings	Finding made by the Court

f. Any additional professional qualification(s), which will further the candidature, including :



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g. Membership of professional societies, awards and honours etc. may be listed in the box below. (Documentary proofs may be attached):

h. DOCUMENTS TO BE ENCLOSED:

- I. Copy of Law Degree and other qualifications;
- II. Copy of Registration Certificate Issued by the Bar Council;
- III. Copy of Identity Card issued by the Bar Association;
- IV. Copy of ID Proof;
- V. Copy of Advocate on Record registration;
- VI. Copies of 10 judgments where the Advocate has appeared as pleader;
- VII. Copies of Empanelment Letter issued by other Authorities/entities in favour of the Advocate;
- VIII. Résumé with a brief profile of experience, back ground, education, list of clients and nature of cases dealt with;
- IX. Two recent colour passport size photographs
- X. Copy of Income Tax Returns for last two financial years.

UNDERTAKING

- i. I hereby confirm and declare that the information furnished in the application and in the attached Certificate is true, correct and complete to the best of my knowledge and belief.
- ii. I have not concealed any relevant information. I am fully aware that if any of the information furnished by me is found to be false/incorrect, my candidature for the empanelment will be treated as cancelled and matter will be referred to the appropriate authority.
- iii. I also undertake to maintain absolute secrecy about the cases of the ESIC as required.
- iv. I also undertake to abide by the terms and conditions of engagement.



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- v. I also undertake to return all case files and records to the ESIC as and when required by ESIC.
- vi. I agree with the Fee Schedule notified by ESIC.

Signature of Advocate:

Enrolment Number:

AoR Registration Number:

Mobile Number:

Place

Date:



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ANNEXURE-'B'

Application format for existing Empanelled Advocates of ESIC, Headquarter

Application No. (To be filed by ESIC)

APPLICATION FORM FOR EMPANELMENT OF EXISTING PANEL ADVOCATES OF ESIC, HQRS FOR SUPREME COURT, HIGH COURT OF DELHI, CAT(PB) DELHI, NCF AND VARIOUS OTHER COURTS AT DELHI IN ESIC (TO BE FILLED IN BY ALL APPLICANT ADVOCATES FOR PERIOD 2026-28).

To,
The Insurance Commissioner (Legal)
Employees' State Insurance Corporation
Panchdeep Bhavan, CIG Marg
New Delhi-110002

Information Sheet (To be filled in by existing Panel advocates of Supreme Court, High Court of Delhi, CAT, Principal Bench, Delhi, NCF and Various other Courts at Delhi in ESIC and applying for fresh empanelment for period 2026-28).

- 1. Name of the Court for which empanelment is applied (Hon'ble SUPREME COURT/ Hon'ble HIGH COURT OF DELHI/Hon'ble CAT, PB, DELHI/ NCF AND VARIOUS OTHER COURTS AND TRIBUNALS AT DELHI) Note: Applicants willing to apply for more than one court need to apply separately.
- 2. Name of the Panel Advocate:
- 3. AOR Registration Number and date of registration (Please attach a copy):
- 4. Empanelled for Hon'ble Supreme court/Hon'ble High Court /Other Courts:
- 5. Court for which applied for:
- 6. No. of cases handled (ESIC) (Last 2 years):

Name of the Court	Year	Number Of cases assigned (opening balance)	Number of fresh cases allotted	Number of cases won	Number of cases lost	Number of remanded back cases	No. of pending cases (closing balance) (As on date)
Supreme Court							
High Court							
Central Administrative Tribunal							
Others (please specify)							

8. Annual Income for the last two years:-



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Panchdeep Bhawan, C.I.G. Road, New Delhi

Sl. No.	Financial year	Annual Income
1		
2		

9. Whether any proceeding has ever been commenced or is continuing before the Disciplinary Committee of the Bar Council for alleged professional misconduct:

SI.No.	Details of allegations and Proceedings	Finding made by the Disciplinary Committee.

10. Whether any criminal complaint has ever been filed or FIR registered or any criminal proceeding has ever commenced against the applicant advocate:

SI.No.	Details of allegations and Proceedings	Finding made by the Court
1		
2		

11. Name and Designation of relatives/spouse in ESIC:

SI.No.	Name of the relative in ESIC and his/her Place of posting & designation	Relation
1		
2		
3		
4		

12. Details of old cases pending in the Court assigned to the advocate:

SI.NO.				
1				
2				

13. Special achievements, if any (please add page, if required):

14. Remarks of applicant advocate, if any:

15. Documents to be enclosed:

- I. Copy of Law Degree and other qualifications;
- II. Copy of Registration Certificate issued by the Bar Council;
- III. Copy of Identity Card issued by the Bar Association;
- IV. Copy of ID Proof
- V. Copy of Advocate on Record registration;
- VI. Copies of 10 judgments where the Advocate has appeared as pleader;
- VII. Copies of Empanelment Letter issued by other Authorities/entities in favour of the Advocate;
- VIII. Résumé with a brief profile of experience, back ground, education, list of clients and nature of cases dealt with;
- IX. Two recent coloured passport size photographs;
- XI. Copy of Income Tax Returns for last two financial years.



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UNDERTAKING

1. I hereby confirm and declare that the information furnished in the application and in the attached Certificate is true, correct and complete to the best of my knowledge and belief. I have not concealed any relevant information. I am fully aware that if any of the information furnished by me is found to be false/incorrect, my candidature for the empanelment will be treated as cancelled and matter will be referred to the appropriate authority.
2. I also undertake to maintain absolute secrecy about the cases of the ESIC as required.
3. I also undertake to abide by the terms and conditions of engagement.
4. I also undertake to return all case files and records to the ESIC as and when required by ESIC.
5. I agree with the Fee Schedule notified by ESIC.

Signature of Advocate:

Enrolment Number:

AOR Registration Number:

Mobile Number:

Place

Date:



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GUIDELINES AND TERMS AND CONDITIONS FOR EMPANELMENT OF ADVOCATES FOR ESIC HEADQUARTERS' OFFICE

ESIC defends its cases through its panel of advocates. It is supremely important that the legal cases of ESIC are properly defended. In order to defend the cases properly, it is necessary to have good panel Advocates, capable of presenting the cases in an effective manner before the courts. The panel advocates for Supreme Court, High Court of Delhi, CAT Principal Bench, Delhi, NCF and various other court cases are appointed by ESIC Headquarter' Office, with the approval of the Director General, ESIC.

The policy on empanelment of advocates to regulate the manner and procedure for empanelment is described as under:

1. General:-

- i. In order to effectively defend the cases before various legal fora, ESIC has its own set of panel advocates. The schedule of fees payable to them shall be as prescribed by ESIC.
- ii. Empanelment will only confer a right to be considered for legal work, if any, and not bind ESIC to award or give work to any Advocate, so empanelled, at any point of time during the term of engagement.
- iii. The allocation of cases shall be at the sole discretion of Officers so authorized by ESIC.
- iv. Upon termination or non-renewal of term of empanelment, as the case may be, the Advocate shall return the brief(s) allocated to the Advocate by ESIC along with all other documents/records connected thereto with no objection certificate, if so required. No Advocate shall have the right to represent ESIC or undertake any activity upon expiry or termination of the term of engagement.
- v. Cases involving similar issues/points of law or otherwise interlinked or clubbed may be entrusted to the same Advocate as far as possible, while care shall be taken to avoid concentration of cases in the hands of one Advocate/ a few advocates.
- vi. The empanelled Advocates shall not delegate cases and shall themselves deal with the same. They may have to coordinate and work with designated Senior Advocates, if any, engaged in the case as well as with the Officers of ESIC, if required.
- vii. The empanelled Advocates shall not use ESIC's name, logo, symbol, etc. on their letterhead, signboard, name plate, pamphlets, etc., such as 'Legal Advisor of ESIC', 'Advocate of ESIC', etc. No empanelled Advocate shall represent himself as the Standing Advocate of ESIC before any court or forum unless specified as such by ESIC.
- viii. The Advocate shall ensure efficient and effective professional services and bestow commensurate attention in relation to matters of ESIC and conduct himself at all times in accordance with the Advocates Act, 1961 and rules laid down by the Bar Council of India, including rules regarding code of conduct and ethics.
- ix. The Advocate, while pursuing any case on behalf of ESIC, shall not act without instructions of ESIC and inform ESIC about the proceedings of each hearing by reporting mail and furnish copy of orders of each date without which the ESIC may not settle bills of payment.
- x. The Advocate shall not seek any adjournment unless ESIC deems it necessary on valid or cogent reasons. Under no circumstances, the matters entrusted by ESIC should go unattended before the Court, which shall be viewed as serious violation of conditions of empanelment and may entail de-empanelment.



- xi.** The performance of each empanelled Advocate shall be subject to periodical review in such form as may be prescribed in this behalf by the Competent Authority.
- xii.** The empanelled Advocate shall maintain strict confidentiality of the cases or other matters handled on behalf of ESIC and shall not divulge any information to any third party or to the media. Any Advocate who is found to have violated the above condition shall be liable to de-empanelment.
- xiii.** Refusal of any empanelled Advocate to take up a matter on behalf of ESIC, without proper justification or grounds, shall entail cancellation/withdrawal of engagement.
- xiv.** ESIC reserves the right to modify or relax the terms and conditions of engagement at any time and also the right to verify the information submitted by the Advocate. The Advocate shall in full accept the terms and conditions of the empanelment as determined by ESIC from time to time.
- xv.** The Advocate should have an Office at the place where empanelment is sought. The Advocate should have adequate infrastructure in terms of accessible office, chambers, library, manpower, etc. which shall be considered at all times.
- xvi.** The Advocate should have excellent communication skills.
- xvii.** The applications of Advocates shall be shortlisted on such basis as may be decided by the ESIC. The shortlisted Advocates may be called for further interaction before finalization of their empanelment. No TA/DA will be admissible for attending such interaction.
- xviii.** ESIC reserves the right to accept or reject any application without assigning any reason or to postpone or cancel the entire process of empanelment, if necessary.
- xix.** If required and considered appropriate by the Competent Authority, Attorney General of India/Solicitor General of India/Additional Solicitor General/Advocate General/Designated Senior Advocates may be engaged to argue the cases on behalf of ESIC keeping in view the importance of the matter. The Competent Authority in these cases shall be the Director General, ESIC or any officer so authorized by Director General, ESIC.
- xx.** An Advocate can be engaged from outside the panel of the ESIC Headquarters' Office, against a fee which is higher than that prescribed by ESIC, if his/her engagement for litigation is considered desirable to protect or promote the best interest of ESIC. Such an Advocate shall be engaged after recording the reasons for his/her engagement and after securing the permission of the Director General, ESIC.

2. Eligibility criteria for empanelment:-

- i.** The Advocate should have a Bachelor Degree in Law from a recognized University in India.
- ii.** The Advocate should be enrolled/ registered as an advocate with a Bar Council of India/ State Bar Council.
- iii.** For empanelment for Supreme Court, the Advocate should be registered as an Advocate on Record.
- iv.** The Advocates applying for empanelment in Supreme Court are required to have the minimum professional/court practice experience of at least 10 years in Supreme Court as on 12.01.2026.
- v.** The Advocates applying for empanelment in High Court are required to have the minimum professional/court practice experience of at least 10 years in High Court and Supreme Court as on 12.01.2026.
- vi.** The Advocates applying for empanelment in CAT and Various Other Courts/ Tribunals are required to have the minimum professional/court



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practice experience of minimum 10 years in Supreme Court, High Court, CAT and Various Other Courts/Tribunals as on 12.01.2026.

- vii. However, the Director General, ESIC may relax the experience or prescribe any other additional qualification or condition as may be deemed fit.

3. **Tenure of Panel:-**

In the interest of continuity and stability, ordinarily the panel shall be constituted for a period of 3 years. However, for the reasons to be recorded in writing the panel can be discontinued before expiry of the term. The process of new panel shall be started before the expiry of the existing panel. For any reason if a panel is re-constituted before expiry of the existing panel, the existing panel shall continue till the new panel is constituted so that the on-going litigations are not affected. Tenure of the existing panel can also be extended till such time the new empanelment is completed and it shall be obligatory on the existing empanelled Advocates to continue to provide professional legal service during the extended term.

4. **Size of Panel:-**

- i. In order to effectively and closely monitor the Advocates, there is a need to fix the limit on the size of the panel. Further, there is also a need for fixing the limit of cases per advocate so that all the advocates get proportionate work. However, for the best performing advocates, relaxation can be made by the Insurance Commissioner (Legal), ESIC, Hqrs office.
- ii. The size of the panel shall be so decided that one Advocate is allocated around 20-30 cases depending on the work load. However, for reasons to be recorded and based on good performance of an advocate, additional cases can be assigned with the approval of Insurance Commissioner (Legal), ESIC, Headquarter office. The maximum size of panel should not exceed 50-60 advocates and minimum 5 advocates.
- iii. The size of the panel of Supreme Court shall be around 15 to 20 advocates.

5. **Payment of Fee and other Conditions:-**

- i. The fee payable to the Advocates (presently under revision) shall be as prescribed by ESIC vide OM No. T-11/12/2/2016-Legal dated 02.01.2017 and 01.05.2019 for panel Advocates and Law Officers respectively.
- ii. No retainer fee shall be paid to any Panel Advocate merely because such advocate has been empanelled.

6. **General procedure for empanelment:-**

- i. The applicant advocate must apply in such form/format as may be prescribed by ESIC. No other form/format will be entertained.
- ii. Depending upon the requirement and number of applications received, ESIC reserves the right to shortlist the candidates to be called for interaction and to be empanelled.
- iii. Merely fulfilling the eligibility criteria will not confer any right on an applicant advocate to be called for interaction and to be selected.
- iv. The decision of ESIC regarding short listing and selection of the candidates shall be final.
- v. Canvassing in any form shall be treated as disqualification. The candidature of such applicants shall be cancelled forthwith.



- vi. The date-time, venue and mode of interaction shall normally be communicated by E-mail or letter. In exceptional circumstances SMS etc. may be used as additional form of communication.
- vii. The applicant advocate may be required to bring original documents at the time of interaction.
- viii. The list of selected advocates will be made available in public domain by ESIC at www.esic.nic.in>recruitment .The applicant advocates selected for empanelment may be issued electronic or written communication by ESIC separately.

7. Documents to be submitted by the Advocate:-

The Advocates will be required to furnish following documents along with the application form:

- i. Copy of Law Degree and other qualifications;
- ii. Copy of valid Registration Certificate Issued by the Bar Council;
- iii. Copy of Identity Card issued by the Bar Association;
- iv. Copy of ID Proof;
- v. Copy of Advocates on Record registration;
- vi. Copies of 10 judgments where the Advocate has appeared as pleader;
- vii. Copies of Empanelment Letter issued by other Authorities/entities in favour of the Advocate;
- viii. Résumé with a brief profile of experience, background, education, list of clients and nature of cases dealt with;
- ix. Two recent coloured passport size photographs;
- x. Copy of Income Tax Returns for last two financial years.

8. Selection Committee:-

There shall be a two-level committee for selection of empanelment :-

- a. One, for short listing of new applicants based on the documents, profile and performance of the Advocates.
 - b. Second, for interacting with shortlisted applicants/ Interviews and selecting advocates from the short list.
9. **The two-level Committee for empanelment at ESIC Headquarter office shall consist of the following members-**
- a. First level Committee-Comprising of three nominated Members.
 - b. The Second level Committee- Two Senior Officers from ESIC and three special invitees in the field of Law shall be co-opted with the permission of Director General, ESIC.
 - c. The members of both the committees shall be nominated by the Director General, ESIC.

10. Duties of the empanelled Advocates

- i. The Advocate shall not advise any party or accept any case against ESIC in which he/she appeared or is likely to be called upon to appear or advise which is likely to affect or lead to litigation against ESIC.
- ii. Timely appearance of the Advocate to contest the cases for ESIC in the Court is a must and his/her absence in the Court will not be accepted.
- iii. ESIC sends the information to the panel advocates through e-mail regarding entrustment of a case and after receiving the e-mail, it is duty of the Panel Advocates to collect the brief/copy of petition along with assignment letter from the concerned office of ESIC at the earliest.
- iv. ESIC is free to engage any advocate of its own choice and an empanelled Advocate shall make no claim that he/she alone would be entrusted with ESIC's legal matter (s).
- v. Refusal by any advocate to accept any work without any reasonable cause (e.g. on grounds of conflict of interest) may entail removal of such advocate from the panel, forthwith without waiting for the empanelment period to expire.
- vi. The advocates shall accept the terms and conditions of the empanelment as determined by ESIC from time to time.



- vii. In order to ensure that there is effective check on the cases being conducted, the Advocates on the Panel must report the status of the cases after each date of hearing. Failure to submit status report will be ground for de-empanelment.
- viii. In cases where on the request of the Union of India, Ministry of Labour & Employment have also to be represented, no extra fee shall be paid to the Advocate to watch and safeguard the interests of Union of India, Ministry of Labour & Employment.
- ix. If required, the empanelled Advocate of ESIC shall render all assistance to Special or Senior Advocate engaged in particular cases before various Courts. If required, the advocates may be assigned matters to defend interest of ESIC before various legal fora within/out-side Delhi.
- x. It shall be the responsibility of the empanelled Advocate to keep ESIC informed and updated on all-important developments in the designated cases, dates of hearing, order of the court on the date of its pronouncement, supplying copy of orders/judgment etc.
- xi. Furnish monthly statement about the cases represented by him/her before the various Courts and their outcomes.
- xii. When any case attended by him/her is decided against the Corporation, the Advocate concerned must give considered opinion regarding the reasons for such adverse order and the advisability of filing an appeal from such a decision in a period not later than 5 working days of the order (Kuchha Copy).

11. Right to private practice and restrictions:-

- i. An Advocate shall have the right to private practice which should not, however, interfere with or be in conflict with the efficient discharge of his duties as an empanelled Advocate of ESIC.
- ii. An Advocate shall not advise any party or accept any case against ESIC during empanelment.

12. Cancellation of empanelment:-

Empanelment of an advocate shall be liable to be cancelled due to occurrence of any of the below mentioned reasons:

- i. Giving false information in the application for empanelment;
- ii. Failing to attend the hearing of the case without any sufficient reason and/or prior information;
- iii. Not acting as per ESIC's instructions or going against specific instructions;
- iv. Threatening, intimidating or abusing any of the ESIC's Employees, Officers, or representatives;
- v. Passing on information relating to ESIC's case on to the opposite parties or their advocates or any third party which adversely affects the ESIC's interests;
- vi. Giving false or misleading information to ESIC relating to the proceedings of the case;
- vii. Seeking frequent adjournments or not objecting the adjournment moved by other party without sufficient reason;
- viii. Frequent absence from the court proceedings even if "pass over" or "proxy" is obtained by an advocate.
- ix. Poor performance of the panel Advocate as assessed by ESIC Headquarters. Further, ESIC reserves the right to terminate the empanelment of an Advocate with one month's notice in writing without assigning any reason. The Advocate may also apply for termination of empanelment by serving one month's notice.

13. Removal of difficulty:-

In the matter of implementation of these guidelines, if any doubt or difficulty arises or doubt regarding the interpretation of any clause of these guidelines arises, the decision of ESIC shall be final.



कर्मचारी राज्य बीमा निगम
(श्रम व रोजगार मंत्रालय, भारत सरकार)
Employees' State Insurance Corporation
(Ministry of Labour & Employment, Govt. of India)



मुख्यालय/Headquarters
पंचदीप भवन, सी.आई.जी. रोड, नई दिल्ली
Panchdeep Bhawan, C.I.G. Road, New Delhi

14. Relaxation of any Terms and Conditions

Director General, ESIC shall have the power to relax any terms and conditions prescribed.

Sd/-

DEPUTY DIRECTOR (LEGAL)