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Dated: 12.05.2026

CIRCULAR**Subject: Annual Health Check-up Programme for Insured Persons aged 40 and above under ESI Scheme – Request for Support and Participation – reg.**

1. The four Labour Codes, notified in November 2025, represent a landmark reform in India's labour governance framework. Among the several path-breaking provisions enshrined therein, one of the most significant is the mandate for free Annual Health Check-up for all workers above the age of 40 years. This provision is a formal recognition by the Government of India that a healthy workforce is the very foundation of a productive nation, and that preventive healthcare is both a right and a necessity for every worker. The Annual Health Check-up Programme is an important dividend of that covenant — one that returns tangible health benefits to the very workforce that drives industrial growth and national prosperity. Your active participation will not only enhance worker well-being but will also reinforce the culture of preventive health at the workplace.

2. In pursuance of this national commitment, the Employees' State Insurance Corporation (ESIC), under the Ministry of Labour & Employment, Government of India, decided to organise free Annual Health Check-up Camps for its Insured Persons (IPs) across the country. In this regard, it is to inform that the programme has started w.e.f. 07.05.2026.

3. Under this Programme, Insured Persons above 40 years of age shall receive a comprehensive health check-up package encompassing clinical examination, baseline laboratory investigations, and consultations — **all at no cost**. The Programme aims to facilitate early detection of non-communicable diseases, promote preventive health practices, and ensure the overall well-being of the workforce. In this context, It is a sincere appeal to join hands with ESIC as a partner in this national health initiative. The role of employers in motivating workers to avail themselves of this benefit is absolutely pivotal.

4. We would specifically request you to disseminate the information about the Annual Health Check-up Programme among all eligible Insured Persons employed under your establishment and encourage and facilitate workers

above the age of 40 years to attend the health check-up camps organised at nearby ESIC & ESIS hospitals.

5. For further information, coordination, or any assistance required, you may contact the ESIC Regional Office, Kolkata or the nearest Branch Office of ESIC.

Thanking You !

Yours faithfully,

Deputy Director
ESIC Regional Office, Kolkata

To,
All the Employers registered under ESIC
West Bengal & Sikkim Region.