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256. Explain the calculation of compensation for Permanent Partial Disablement under the Employee's Compensation Act, 1923.

Section 4(1)(c) of the Employees' Compensation Act, 1923, states that compensation for permanent partial disablement is calculated based on:

- Part I Injuries:** These are injuries that result in permanent total disablement (100% loss of earning capacity).
- Part II Injuries:** These are injuries that result in permanent partial disablement, with compensation being a proportion of what would be paid for total disablement.

The percentage of loss of earning capacity is predefined for different injuries in Part II of Schedule I. The compensation amount for such injuries is determined as a proportion of the permanent total disablement compensation.

Compensation Calculation for Permanent Partial Disablement (Based on Schedule I - Part II)

Assumptions:

- Monthly Wage** = ₹15,000 (As per revised wage ceiling)
- Relevant Factor** = 200 (Varies with age as per Schedule IV)
- Total Disablement Compensation Formula** = 60% of monthly wages × relevant factor
 - 60% of ₹15,000 = ₹9,000
 - ₹9,000 × 200 = ₹18,00,000 (Total Disablement Compensation)
- Compensation for **Permanent Partial Disablement** = (Loss of earning capacity %) × ₹18,00,000

Serial No.	Injury (Part II - Schedule I)	Loss of Earning Capacity (%)	Compensation Calculation
1	Loss of Hand	60%	₹18,00,000 × 60% = ₹10,80,000
2	Loss of Thumb	30%	₹18,00,000 × 30% = ₹5,40,000
3	Loss of Index Finger (Whole)	14%	₹18,00,000 × 14% = ₹2,52,000
4	Loss of Middle Finger (Whole)	12%	₹18,00,000 × 12% = ₹2,16,000
5	Loss of Ring Finger (Whole)	7%	₹18,00,000 × 7% = ₹1,26,000
6	Loss of Little Finger (Whole)	7%	₹18,00,000 × 7% = ₹1,26,000
7	Loss of One Eye	40%	₹18,00,000 × 40% = ₹7,20,000
8	Loss of Both Eyes (Total Disablement)	100%	₹18,00,000 × 100% = ₹18,00,000

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9	Amputation below knee (with stump exceeding 12.70 cm)	50%	₹18,00,000 × 50% = ₹9,00,000
10	Loss of Great Toe	14%	₹18,00,000 × 14% = ₹2,52,000
11	Loss of Two Toes (Excluding Great Toe)	5%	₹18,00,000 × 5% = ₹90,000
12	Loss of Three Toes (Excluding Great Toe)	6%	₹18,00,000 × 6% = ₹1,08,000
13	Loss of Four Toes (Excluding Great Toe)	9%	₹18,00,000 × 9% = ₹1,62,000

SCHEDULE I [See sections 2(1) and (4)]

PART I: LIST OF INJURIES DEEMED TO RESULT IN PERMANENT TOTAL DISABLEMENT

Serial No.	Description of Injury	Percentage of Loss of Earning Capacity
1	Loss of both hands or amputation at higher sites	100%
2	Loss of a hand and a foot	100%
3	Double amputation through leg or thigh, or amputation through leg or thigh on one side and loss of other foot	100%
4	Loss of sight to such an extent as to render the claimant unable to perform any work for which eyesight is essential	100%
5	Very severe facial disfigurement	100%
6	Absolute deafness	100%

PART II: LIST OF INJURIES DEEMED TO RESULT IN PERMANENT PARTIAL DISABLEMENT

Amputation Cases – Upper Limbs (Either Arm)

Serial No.	Description of Injury	Percentage of Loss of Earning Capacity
1	Amputation through shoulder joint	90%
2	Amputation below shoulder with stump less than 20.32 cm from tip of acromion	80%
3	Amputation from 20.32 cm from tip of acromion to less than 11.43 cm below tip of olecranon	70%
4	Loss of a hand or of the thumb and four fingers of one hand or amputation from 11.43 cm below tip of olecranon	60%
5	Loss of thumb	30%
6	Loss of thumb and its metacarpal bone	40%
7	Loss of four fingers of one hand	50%
8	Loss of three fingers of one hand	30%
9	Loss of two fingers of one hand	20%
10	Loss of terminal phalanx of thumb	20%

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10A	Guillotine Amputation of tip of thumb without loss of bone	10%	
Amputation Cases – Lower Limbs			
11	Amputation of both feet resulting in end-bearing stumps	90%	
12	Amputation through both feet proximal to the metatarso-phalangeal joint	80%	
13	Loss of all toes of both feet through the metatarso-phalangeal joint	40%	
14	Loss of all toes of both feet proximal to the proximal interphalangeal joint	30%	
15	Loss of all toes of both feet distal to the proximal interphalangeal joint	20%	
16	Amputation at hip	90%	
17	Amputation below hip with stump not exceeding 12.70 cm in length measured from tip of great trochanter	80%	
18	Amputation below hip with stump exceeding 12.70 cm in length measured from tip of great trochanter but not beyond middle thigh	70%	
19	Amputation below hip middle thigh to 8.89 cm below knee	60%	
20	Amputation below knee with stump exceeding 8.89 cm but not exceeding 5 inches	50%	
21	Amputation below knee with stump exceeding 12.70 cm	50%	
22	Amputation of one foot resulting in end-bearing	50%	
23	Amputation through one foot proximal to the metatarso-phalangeal joint	50%	
24	Loss of all toes of one foot through the metatarso-phalangeal joint	20%	
Other Injuries			
25	Loss of one eye, without complication, the other being normal	40%	
26	Loss of vision of one eye, without complications or disfigurement of eyeball, the other being normal	30%	
26A	Loss of partial vision of one eye	10%	
Loss of Fingers – Right or Left Hand			
Serial No.	Finger	Description of Injury	Percentage of Loss of Earning Capacity
27	Index Finger	Whole	14%
28	Index Finger	Two phalanges	11%

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29	Index Finger	One phalanx	9%
30	Index Finger	Guillotine amputation of tip without loss of bone	5%
31	Middle Finger	Whole	12%
32	Middle Finger	Two phalanges	9%
33	Middle Finger	One phalanx	7%
34	Middle Finger	Guillotine amputation of tip without loss of bone	4%
35	Ring or Little Finger	Whole	7%
36	Ring or Little Finger	Two phalanges	6%
37	Ring or Little Finger	One phalanx	5%
38	Ring or Little Finger	Guillotine amputation of tip without loss of bone	2%
Loss of Toes – Right or Left Foot			
Serial No.	Toe	Description of Injury	Percentage of Loss of Earning Capacity
39	Great Toe	Through metatarso-phalangeal joint	14%
40	Great Toe	Part, with some loss of bone	3%
41	Any Other Toe	Through metatarso-phalangeal joint	3%
42	Any Other Toe	Part, with some loss of bone	1%
43	Two Toes (Excluding Great Toe)	Through metatarso-phalangeal joint	5%
44	Two Toes (Excluding Great Toe)	Part, with some loss of bone	2%
45	Three Toes (Excluding Great Toe)	Through metatarso-phalangeal joint	6%
46	Three Toes (Excluding Great Toe)	Part, with some loss of bone	3%
47	Four Toes (Excluding Great Toe)	Through metatarso-phalangeal joint	9%
48	Four Toes (Excluding Great Toe)	Part, with some loss of bone	3%

Note: Complete and permanent loss of the use of any limb or member referred to in this Schedule shall be deemed to be the equivalent of the loss of that limb or member.

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