



## PUBLIC NOTICE

Attention is drawn to all concerned Establishment, as defined under Section 2 (29), within the districts of Tirunelveli, Thoothukudi, Kanyakumari, Tenkasi, on Chapter IV of The Code on Social Security, 2020, notified via S.O. 5319 E dated 21 November, 2025, the date of applicability.

Further, as per the provisions regulation 10-B of the Employees' State Insurance (General) Regulation, read with of the Section 164 (2) (a) and First Schedule of the Code, every establishment to which the Code has become applicable, must register itself within 15 days from the date of applicability.

It is therefore imperative for all such establishments, having 10 or more persons, and establishment, which carries on such hazardous or life threatening occupation as notified by the Central Government, in which even a single employee is employed within the meaning of the Code, to register the establishment along with all eligible employees, in ESIC to extend social security benefits to their employees as mandated under the law. ESIC registration can also be done voluntarily under section 1(7) of CoSS-2020 by establishment having less than 10 employees.

All establishments including Medical and Educational institutions, Mines, Port, Plantation and others as defined under Section 2(29) of the Code on Social Security, 2020, that became coverable under ESIC following the notification dated 21 November, 2025, are required to complete their registration, along with eligible employees, within the specified timeframe.

Further, the wages reckoned for compliance by all employer has to be realigned in accordance with the new wage definition under Section 2(88) of the Code on Social Security, 2020 with effect from 21st Nov 2025. Wages include only Basic Pay, Dearness Allowance and Retaining allowances, provided if other pay-outs exceed 50% of total remuneration, the excess amount should be added back to wages.

### SPREE 2025-One-Time Special Registration Scheme

The Employees' State Insurance Corporation (ESIC) has launched SPREE 2025 (Scheme for Promotion of Registration of Employers and Employees), which will remain in force until 31 December 2025.

This initiative offers employers a one-time opportunity to register their establishments and enroll employees who may have been left out of ESI Coverage, without facing retrospective liabilities or penal actions.

Online registration can be completed through the following portals:

**Shram Suvidha Portal:** <https://shramsuvudha.gov.in/signupUser>,

**ESI Employer Portal:**

<https://portal.esic.gov.in/ESICInsurance1/ESICInsurancePortal/ESICSignup.aspx>

A registration helpdesk has also been setup in the Sub Regional Office and all Branch Offices of ESIC for guidance and convenience of employers.

As a responsible employer, please complete your registration promptly to avoid last-minute delays and extend the legally mandated social security benefits to your employees

The above information has been issued by Mr. Bhaskar.G, Joint Director, ESIC Sub-Regional Office, Tirunelveli.

**JOINT DIRECTOR I/c**