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Ministry of Health

**Ministerial Order No. (29) of 2014
With Respect to Prescribing and the Organization of Primary Healthcare
For the Workers of Establishments**

The Minister of Health,

Having examined Law No. (3) of 1975 with respect to Public Health, as amended,

And Law No. (38) of 2009 with respect to the Establishment of the National Health Regulatory Authority for the Organization of Health Professions and Services

And Labour Law for the Private Sector promulgated by Law No. (36) of 2012, as amended by Law No. (31) of 2014, particularly Article (172) thereof,

And Order No. (1) of 1977 with respect to Prescribing and the Organization of Primary Healthcare for the Workers of Establishments where the Number of Workers Exceeds Fifty, as amended,

And as agreed upon with the Minister of Labour,

And Upon the submission of the Undersecretary of the Ministry of Health,

Hereby Orders as follows:

Article(1)

In the application of the provisions of this Order, primary healthcare for workers of establishments shall mean the following:

- 1- The Medical examination of the establishment's workers.
- 2- Conducting laboratory tests and X-rays.

- 3- Providing the necessary medicines for treatment outside health centres, according to the list of medicines in the primary care.
- 4- Maternity care for female workers during pregnancy, including care during pregnancy and after birth in the primary care.
- 5- Immunisation of establishments workers against communicable diseases, in accordance with the instructions issued by the Ministry of Health in this regard.
- 6- Minor surgical operations performed in primary care health centres.
- 7- Simple dental treatments, including emergency cases, extractions and fillings

Article(2)

The employer shall provide basic healthcare for the workers of his establishments in accordance with his own Commercial Registration, irrespective of the number of workers in the establishments, by subscribing to the Basic Healthcare Programme for the Workers of Establishments at the Ministry of Health in accordance with the provisions of this Order.

Establishments that employ more than fifty workers may, after obtaining the approval of the Committee referred to in Article(7) of this Order, provide healthcare by one of the two following methods:

- 1- Entering into a contract with one of the health insurance companies licensed to operate in the Kingdom.
- 2- Establishing an integrated medical unit within the establishment, which should be duly licensed by the National Health Regulatory Authority for the Organization of Health Professions and Services to provide medical services.

All in accordance with the requirements and specifications set forth in Articles (3) and (4) of this Order and the instructions issued by the Ministry of Health in this regard.

Article(3)

The basic healthcare shall be provided in accordance with the following specifications, conditions and basic principles:

- 1- Healthcare must be available day and night, and during weekends and official holidays.
- 2- Basic healthcare must cover all employees of the establishment without discrimination.

Article(4)

In case an employer enters into a contract with a health insurance company duly licensed to operate in the Kingdom, the employer must observe the following:

- 1- The health insurance cover should include the following:
 - a- The treatment of acute and chronic diseases.
 - b- Examination, screening, clinical diagnosis, laboratory tests and X-ray when needed, as well as medicines prescribed by the treating doctor, physiotherapy and the like, twenty four hours a day.
- 2- The health insurance contract should include the financial cost of the secondary healthcare in case the insured is admitted to hospital for treatment.

Article(5)

Subject to the provisions of Article (2) of this Order, the Ministry of Health shall provide basic healthcare to the workers of all establishments and the owner of the establishment shall pay to the Ministry the costs of such healthcare, as follows:

- a- BD72/- per annum for each non-Bahraini worker
- b- BD22.500 per annum for each Bahraini worker

The amounts due to the Ministry of Health as described above shall be collected by the Labour Market Regulation Authority upon the issuance and renewal of work permits in case of non-Bahraini workers, and by the General Organisation for Social Insurance in case of Bahraini workers, in accordance with the instructions and regulations governing the work of these two entities. Such amounts shall be due and the establishment shall settle them immediately upon request, in accordance with the applicable regulations and instructions.

Article(6)

Establishments that provide basic healthcare to their workers through their own arrangements during a specific time of the day, can ask the Ministry of Health to provide - on their behalf –the basic healthcare services in the times during which their services are not available,and in such a case the costs of providing healthcare described in the preceding Article shall be reduced by 50 percent.

Article(7)

A committee shall be formed at the Ministry of Health for the purpose of ascertaining whether or not an employer provides basic healthcare in conformity with the provisions of this Orders and the instructions issued by the Ministry of Health in this regard, and to look into all things that relate to the application of the provisions of this Order.

Article(8)

Anyone who violates the provisions of this Order shall be liable to the penalties provided for in Article 192 of the Labour Law for the Private Sector promulgated by Law No.(36) of 2012.

Article(9)

The Order No.(1) of 1977 with respect to Prescribing and the Organization of Primary Healthcare for the Workers of Establishments where the Number of Workers Exceeds Fifty shall be cancelled, as well as any provision that contradicts the provisions of this Order.

Article(10)

The Undersecretary of the Ministry of Health and the concerned bodies - each within its respective capacity - shall implement this Order which shall come into effect on the day following the date of its publication in the Official Gazette.

Sadiq bin Abdul Karim Al Shehabi
Minister of Health

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