

SCHEME FOR COMPASSIONATE APPOINTMENT 2014 - AMENDMENTS

Our Board has approved the amendments to the existing para no. 7, 9.2, 10 and 17(iii) of the Compassionate Appointment Scheme 2014 as per Annexure "A" attached herewith.

The amendments are effective from 23.03.2018 to the legal heirs of

- i) Deceased employees in respect of deaths **or**
- ii) Retired on medical grounds due to incapacitation before reaching the age of 55 years,

occurring on or after 23.03.2018.

The other provisions, terms , conditions and guidelines of the scheme for Compassionate appointment 2014 shall remain unaltered.

Annexure – ‘A’ to GIPSA Lt. dt.03.04.2018
Scheme for Compassionate Appointment – Modifications / Amendments

Para No.	Issue	Existing Provision	Modified / Amended Provision
7	Relaxation of Upper Age Limit	<p><u>RELAXATIONS</u> Upper age limit could be relaxed wherever found to be necessary. The lower age limit should, however, in no case be relaxed below 18 years of age.</p> <p>Note 1 – Age eligibility shall be determined with reference to the date of application and not the date of appointment.</p> <p>Note 2 - Authority competent to take a final decision for making compassionate appointment in a case shall be competent to grant relaxation of age limit also for making such appointment.</p>	<p><u>RELAXATIONS</u> Upper age limit could be relaxed as below :</p> <ul style="list-style-type: none"> • Spouse applicant – No upper age limit • Non-spouse applicant – 35 years or as prescribed in the relevant Recruitment Rules, whichever is higher. <p>The lower age limit should, however, in no case be relaxed below 18 years of age.</p> <p>Note 1- Age eligibility shall be determined with reference to the date of application and not the date of appointment.</p> <p>Note 2- Authority competent to take a final decision for making compassionate appointment in a case shall be competent to grant relaxation of age limit also for making such appointment.</p>
9.2	Determination / Availability of vacancies	<p>Compassionate appointment can be made up to a maximum of 5% of vacancies falling under direct recruitment quota in clerical cadre or vacancies identified in the sub-staff category.</p> <p>The Company may hold back 5% of vacancies in the aforesaid categories to be filled by appointment on compassionate grounds. A person selected for appointment on compassionate grounds should be adjusted in the recruitment roster against appropriate category, viz, SC/ST/OBC/General Category, depending upon the category to which he/she belongs.</p>	<p>Compassionate appointment can be made up to a maximum of 5% of vacancies falling under direct recruitment quota in clerical cadre or vacancies identified in the sub-staff category.</p> <p>The company may hold back 5% of vacancies in the aforesaid categories to be filled by appointment on compassionate grounds. A person selected for appointment on compassionate grounds should be adjusted in the recruitment roster against appropriate category, viz., SC/ST/OBC/General Category depending upon the category to which he/she belongs.</p> <p>Provided, however, that if fresh recruitment in clerical cadre or sub-staff category is not taking</p>

			place in a regular manner, recruitment on compassionate ground shall be considered on need basis.
10	Presence of Earning Member in the Family	<p><u>WHERE THERE IS AN EARNING MEMBER 10.1</u></p> <p>In deserving cases, even when there is already an earning member in the family, a dependent family member may be considered for compassionate appointment with the prior approval of the competent authority of the company who, before approving such appointment, will satisfy himself that grant of compassionate appointment is justified, having regard to the number of dependents, assets and liabilities left by the employee, income of the earning member as also his liabilities including the fact that the earning member is residing with the family of the employee and whether he should not be a source of support to other members of the family.</p> <p><u>10.2</u></p> <p>In cases where any member of the family of the deceased or medically retired employee is already in employment and is not supporting the other members of the family of the deceased employee, extreme caution has to be observed in ascertaining the economic distress of the members of the family of the deceased employee so that, the facility of appointment on compassionate ground is not circumvented and misused by putting forward the ground that the member of the family already employed is not supporting the family.</p>	<p><u>WHERE THERE IS AN EARNING MEMBER 10.1</u></p> <p>If spouse is working and earning equal to or more than the gross emoluments at the entry stage of Assistant cadre, application of any other family member shall be rejected. However, if spouse prefers to apply for Compassionate Appointment over his/her existing employment, the same may be considered, subject to the condition that he/she would resign and submit the Relieving Order from the existing employer before joining the Company.</p> <p><u>10.2</u></p> <p>If spouse is working and earning less than the gross emoluments at the entry stage of Assistant cadre, application of any other dependent family member may be considered irrespective of presence of an earning member subject to obtaining No Objection Certificate from the spouse.</p>
17 (iii)	Making Objective Assessment of Financial Condition of Family	An application for compassionate appointment should however not be rejected merely on the ground that the family of the employee has received the benefits under various welfare schemes. While considering a request for appointment on compassionate ground a balanced and objective assessment of the financial condition of the family has to be made taking into account its assets and liabilities (including the benefits received under various welfare schemes mentioned above) and all other relevant factors such as the presence of an earning member, size of family etc.	To be deleted.

