

Government of Nagaland
Personnel and Administrative Reforms Department
(Administrative Reforms Branch)

OFFICE MEMORANDUM

NO.AR-8/8/78

Dated, Kohima, the 13th Feb'2002

Sub: Scheme of Compassionate Appointment for dependents of deceased Government servants.

There have been demands from time to time for appointments in Government of spouses/children/relatives of those Government servants who die in harness. In order to lay down a rational policy to provide employment under the Government on compassionate grounds to family members of Government servants who die while in service leaving his/her family in need of immediate assistance by way of employment, the State Government had constituted a Committee under the Chief Secretary to examine the matter and make suitable recommendations thereof.

Accordingly, based on the recommendations of the Committee, a scheme for Compassionate Appointments has been adopted by the Government.

- 1) Appointment on compassionate grounds may be given only to a:
 - a) spouse, or
 - b) son, or
 - c) daughter, or
 - d) brother or sister.
- 2) Appointment on compassionate grounds shall be made only on a regular basis to direct recruitment posts and only if regular vacancies meant for that purpose are available in that Department where the deceased Government employee was serving. Applicants shall have no claimed to appointment under this scheme in any other Department other than that where the deceased employee was serving.
- 3) Appointments under this scheme, irrespective of the appointing authority specified under the rules, shall be made only with the approval of the respective Heads of Administrative Departments with the prior clearance of the Department of P&AR.
- 4) Appointments on compassionate grounds under this scheme shall apply only to Grade-III and Grade-IV direct recruitment posts under the State Government.
- 5) The benefit of such appointment shall be available to only one relative.
- 6) The number of appointments made under this scheme shall be limited to not more than 5% of the direct recruitment vacancies arising a year. All Departments shall maintain a waiting list in chronological order for each applicant.
- 7) Applicants under this scheme should be eligible and qualified for the posts in all respects under the provisions of the relevant Recruitment Rules. No relaxation in eligibility will be made under any circumstances, except to the extent provided under this scheme.
- 8) Appointments will not be restricted to a Grade-IV post provided the applicant is educationally qualified and a vacancy exists in a Grade III post.
- 9) The scheme will be applicable only to dependents of deceased Government servants appointed and serving on regular basis at the time of death and will not be applicable to those who were working on daily wage or casual or ad-hoc or contract or re-employment/extension/consultant basis.
- 10) The Upper age limit of applicants under this scheme may be relaxed in exceptional cases up to a maximum of 5 years in addition to existing relaxation, if any. The lower age limit shall, however, in no case be relaxed below 18 years of age.
- 11) A spouse appointed under this scheme shall be allowed to continue in service even after re-marriage.
- 12) Appointments made under this scheme shall not be transferable to any other person under any circumstances and any request for the same shall be invariably rejected.
- 13) The inter-se seniority of persons appointed under this scheme shall be fixed with reference to their date of appointment and their interpolation with the direct recruits/promotees shall

be made with reference to their dates of appointment without disturbing the inter-se seniority of direct recruits/promotees.

- 14) Date of joining by a person appointed under this scheme shall be treated as the date of his/her regular appointment.
- 15) All Departments shall amend their respective Service Rules/Recruitment Rules to make a provision for compassionate appointment.
- 16) This scheme shall be operative from 1st April 2001.
- 17) Any dispute arising out of the provisions of this scheme or any clarification shall be referred to the Department of Personnel & Administrative Reforms for decision of the Government.

Sd/- R.S. PANDEY
Chief Secretary to the Govt. of Nagaland