

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

No. AR-8/8/78

Dated, Kohima, the 16th January, 2012

OFFICE MEMORANDUM

Sub:- Compassionate Appointment Scheme for State Government employees who die in harness.

In partial modification of the State Government O.M on compassionate appointment as notified by the State Government dated 13/02/2002*, the Governor of Nagaland is pleased to notify the following guidelines on compassionate appointment as detailed below.

2. Appointment on compassionate grounds shall be given only to a:
 - a) spouse, or
 - b) son, or
 - c) daughter, only
3. 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. However, for the NCS officers, the appointment may be considered under the establishment of the Commissioner, Nagaland, or the Nagaland Civil Secretariat.
4. Compassionate appointments may be made upto a maximum of 5% of total posts falling under the combined direct recruitment quota of Group-C or D. The appointment against posts for direct recruitment in Group-C should be in the entry grade only. Further appointments against any posts for direct recruitment in Group-C should be only against those posts which are outside the purview of NPSC for recruitment.
4. The posts in Group-C will be taken as one service/category for calculation of 5% of total posts. Like wise the posts in Group-D will also be taken as one service/category for determining the vacancies. The total appointments under the compassionate appointments shall not exceed 5% of the total posts in Group-C and D in the Department, and shall take into account all such appointments already made. Appointments will not be restricted to a Group-D post provided the applicant is educationally qualified and a vacancy exists in a Group-C post.
5. The inter-se seniority of person 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.

6. The benefit of such appointment shall be available to only one relative. 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. A spouse once appointed under this scheme shall be allowed to continue in service even after re-marriage. 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.
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. Date of joining by a person appointed under this scheme shall be treated as the date of his/her regular appointment. All Departments shall maintain a waiting list in chronological order for appointments under the category. An applicant will be given the waiting list number of receipt of the application, if there are no regular posts available.
8. 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.
9. 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.
10. All Departments shall amend their respective Service Rules/Recruitment Rules to make a provision for compassionate appointment. Any dispute arising out of the provisions of this scheme or any clarification shall be referred to the Department of P&AR for decision of the Government.

Sd/- LALTHARA
Chief Secretary to the Govt. of Nagaland.