

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

No. AR-8/8/78

Dated, Kohima, the 17th September, 2015

OFFICE MEMORANDUM

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

In supersession of this Department's Office Memorandum of even number dated 16/01/2012, the Governor of Nagaland is pleased to revise the existing scheme for appointment, on compassionate ground, of family member of the State Government employees who die in harness as per guidelines enumerated below.

2. Appointment on compassionate grounds shall be given only to one of the following members of deceased employee's family:
 - (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 claim to appointment under this scheme in any other Department other than the Department 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 to the posts falling under the combined direct recruitment quota of Group C or D. The ceiling for compassionate appointments of 5% of the direct recruitment vacancies in Group C and Group D posts has been done away with provided such appointments do not exceed 50% of the vacancies during a year. The appointment against posts for direct recruitment in Group C should be in the entry grade only. Further, appointment against any post for direct recruitment in Group C should be limited to those posts which are outside the purview of NPSC for recruitment.
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 scheme will be available to family of the deceased employee provided no surviving member of the family holds any regular post in the State Government. The benefit of such appointment shall be available to only one family member. 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 in any circumstance 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 in any circumstance, 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 compassionate appointments. An applicant will be given the waiting list number on 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 Personnel & Administrative Reforms. The Departments should send proposal for appointment on compassionate ground as per the format enclosed.
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/- PANKAJ KUMAR
Chief Secretary to the Govt. of Nagaland

FORMAT

Government of Nagaland Personnel and Administrative Reforms Department

Ref: OM No. AR-8/8/78 Dated 17/09/2015

Proposal for Compassionate Appointment		
1	Name of the Department	
2	Name of the Head of the Department	
3	Name of the Deceased Employee	
4	Name of the proposed employee	
5	The relationship to the deceased (Husband/Wife/Son/Daughter)	
6	Age and Date of birth with the documentary proof.	
7	Educational qualifications.	
8	Proposed level / grade of post at the entry level (Please specify)	
9	Qualification required	
10	Whether qualification requirement are met	
11	Total sanctioned posts in both Group C & D.	
12	Total number of vacancies arising during the current year	
13	Number of compassionate appointment made in the Department	
14	Details of waiting list	
15	Views / Comments of Heads of Office/Head of Department - Whether the requirements of above O.M met	
16	Views of Administrative Head	
17	Views of P&AR Department given on the matter in the past, if any.	

**Counter Signature of
Administrative Head**

**Signature of the
Head of the Department**