



Indian Council of Agricultural Research
Krishi Bhawan : New Delhi

F. No. Admn. 22(9)/2013-Estt. III

Dated the 13th Feb., 2014

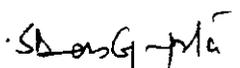
To,

All the Directors of ICAR Institutes/PDs/ NRCs/ Bureaux

Sub: - Compassionate Appointment- recommendations and regulation of conditions and admissibility of various allowances after implementation of Sixth CPC recommendation - **Reg.**

Sir,

Please find the enclosed herewith the Office Memoranda No. 14014/2/2009-Estt. (D) dated 11th December, 2009 and dated 3rd April, 2012 issued by DOP&T regarding review of Scheme for Compassionate Appointment in the light of the 6th Pay Commission recommendations, for guidance and future references.


(Suparna Dasgupta)
Under Secretary (A)

Encl. - O.M No. 14014/2/2009-Estt. (D) dated 11th December, 2009 and 3rd April, 2012
issued by DOP&T

20 Annexure A 9

92

F.No.14014/2/2009-Estt(D)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel & Training

New Delhi, dated the 11th December, 2009

OFFICE MEMORANDUM

Subject: Review of Scheme for Compassionate Appointment in the light of the 6th Pay Commission recommendations.

The modification of the existing Scheme for Compassionate Appointment has been considered in the light of the recommendation of the 6th CPC as contained in para 2.2.9 and 2.2.10 of its Report. Accordingly, in partial modification of the Scheme for Compassionate Appointment issued by this Department vide O.M.No.14014/6/94-Estt(D) dated 9th October, 1998, as amended from time to time, it has been decided in consultation with the Department of Expenditure that for appointment on compassionate grounds, in exceptional circumstances Government may consider recruiting persons not immediately meeting the minimum educational standards. Government may engage them as trainees who will be given the regular pay bands and grade pay only on acquiring the minimum qualification prescribed under the recruitment rules. The emoluments of these trainees, during the period of their training and before they are absorbed in the Government as employees, will be governed by the minimum of the - 1S pay band of Rs. 4440-7440 without any grade pay. In addition, they will be granted all applicable Allowances, like Dearness Allowances, House Rent Allowance and Transport Allowance at the admissible rates. The same shall be calculated on the minimum of - 1S pay band without any grade pay. The period spent in the -1S pay band by the future recruits will not be counted as service for any purpose as their regular service will start only after they are placed in the pay band PB-1 of Rs.5200-20200 along with grade pay of Rs.1800.

2. The above decision may be brought to the notice of all concerned for information, guidance and necessary action.

3. Hindi version will follow.

Alok Ranjani
(Alok Ranjani)
Director(E.I)

To
All Ministries/Departments of the Government of India.

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F.No.14014/2/2009-Estt. (D)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel & Training)

North Block,
New Delhi
Dated the 3rd April, 2012

OFFICE MEMORANDUM

Subject : Compassionate appointment - Clarification regarding regulation of conditions and admissibility of various allowances after implementation of Sixth CPC recommendation - regarding.

The undersigned is directed to refer to this Department's O.M. of even number dated 11.12.2009 on the subject mentioned above and to state that large number of references have been received from various Ministries/Departments regarding regulation of various conditions on compassionate appointment and admissibility of different allowances allowed to person appointed on compassionate grounds. Doubts raised by various authorities have been processed in consultation with Department of Expenditure (I.D. No. 22/02/2009-IC-II dated 27th February, 2012) and are clarified as under :-

S. No.	Point of Reference/ Doubt	Clarification
1.	What will be Status of Trainee?	A person appointed as 'Trainee' enjoys the status of a Government servant from initial day and will be allowed all the allowances and benefits allowed to a government servant.
2.	What will be the maximum time period allowed for a person appointed as 'Trainee' to acquire minimum education qualification	A person appointed as a 'Trainee' on compassionate grounds has to acquire minimum educational qualifications in 5 years.
3.	Whether belated case of compassionate appointments against the erstwhile Group 'D' posts can be considered now after regularization of all Group 'D' employees as Group 'C' employees.	The belated case of compassionate appointment are be considered as per the revised recruitment rules for the MTS posts.
4.	Whether a person appointed on compassionate grounds	The probation period of a person appointed as 'Trainee' on compassionate ground will begin only

	as 'Trainee' will have probation period.	from the date he/she acquires minimum educational qualification and such person will be on probation for a period specified in the Recruitment Rules of the post/grade against which he/she is being appointed.
5.	Whether Earned Leave, Half pay leave and other types of leave as applicable to regular Government employees would be allowed to a person appointed as 'Trainee' on compassionate ground.	A 'Trainee' appointed on compassionate ground is entitled to all kinds of leave applicable to a regular Government servant.
6.	Whether Medical facilities/ Benefit of CGEGIS/CGHS on deduction of subscription for these schemes. Patient care allowance is allowed to a person appointed as 'Trainee' on compassionate ground.	A person appointed as 'Trainee' on compassionate grounds is eligible to avail Medical facilities/Benefit of CGEGIS/CGHS available to holder of post in the pre-revised pay scale of Rs. 4440-7440/- without any grade pay.
7.	Status of payment of short/long term advances as applicable to regular government servants to a person appointed as 'Trainee' on compassionate ground.	A 'Trainee' appointed on compassionate ground may be granted, by the competent authority, short term advances, with advances of pay recoverable in not more than 3 installments and advance of traveling allowances, festival advances, advances of in lieu of leave salary and advances of purchase of bicycles, warm clothing and table fans without production of surety, provided that such authority is satisfied that the same could be fully recovered or adjusted during the period of temporary employment of the said government servant concerned. In case of all other advances, a 'Trainee' would be required to produce surety from a permanent central government servant, the surety bond being cancelled in the event of their confirmation in the permanent post.
8.	Applicability of Leave Travel Concession to a person appointed as	A 'Trainee' appointed on compassionate ground is to be allowed LTC concession only on completion of

	'Trainee' on compassionate ground.	one year service.
9.	What is the entitlement of annual increment to a person appointed as 'Trainee' on compassionate ground.	A 'Trainee' appointed on compassionate ground, till he/she acquires minimum educational qualification, is allowed increment at normal rates in the pay scale of -1S.
10.	What is the position with reference to reimbursement of Children Education Allowance (CEA) to a person appointed as 'Trainee' on compassionate ground.	A person appointed as 'Trainee' is allowed Children Education Allowance as per the admissible rates.
11.	What is the position with respect to payment of Overtime Allowance (OTA) to a person appointed as 'Trainee' on compassionate ground.	A person appointed as 'Trainee' on compassionate ground is not entitled for OTA during the period he/she continue as 'Trainee'.
12.	Whether the dependent of compassionate appointee would be eligible for employment on compassionate grounds since their service in -1S pay band will not be counted as regular service.	A 'Trainee' has the status of Government Servant from initial day, as such, dependent of a person appointed on compassionate ground as 'Trainee' would be eligible for compassionate appointment in the event of his/her death in harness.

2. In case of appointment of a widow not fulfilling the requirement of educational qualification, against the post of MULTI TASKING STAFF, she will be placed in Group 'C'- Pay Band - 1 (Rs. 5200-20200)+ Grade Pay Rs. 1800/- directly without insisting on fulfillment of educational qualification norms, provided the appointing authority is satisfied that the duties of the post against which she is being appointed can be performed with help of some on job training. This dispensation is to be allowed for appointment on compassionate ground against the post of MULTI TASKING STAFF only.

Virender Singh
3/4/2011
(Virender Singh)

Under Secretary to the Government of India
Tel. No. 2309 3804

To

All Ministries/Departments of the Government of India.

Copy to:

1. President's Secretariat, New Delhi
2. Vice-President's Secretariat, New Delhi
3. The Prime Minister's Office, New Delhi
4. Cabinet Secretariat, New Delhi
5. Rajya Sabha Secretariat/Lok Sabha Secretariat, New Delhi
6. The Registrar General, the Supreme Court of India, New Delhi.
7. The Registrar, Central Administrative Tribunal, Principal Bench, New Delhi.
8. The Comptroller and Auditor General of India, New Delhi
9. The Secretary, Union Public Service Commission, New Delhi
10. The Secretary, Staff Selection Commission, New Delhi
11. All attached offices under the Ministry of Personnel, Public Grievances and Pensions
12. National Commission for Scheduled Castes, New Delhi
13. National Commission for Scheduled Tribes, New Delhi
14. National Commission for OBCs, New Delhi
15. Secretary, National Council (JCM), 13, Ferozeshah Road, New Delhi.
16. Establishment Officer & A.S.
17. All Officers and Sections in the Department of Personnel and Training.
18. Facilitation Center, DOP&T (20 copies)
- ✓ 19. NIC (DOP&T) for placing this Office Memorandum on the Website of DOP&T.
20. Establishment Section (200 copies).