

GOVERNMENT OF NAGALAND  
DEPARTMENT OF PERSONNEL & ADMINISTRATIVE REFORMS  
( AR BRANCH)  
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**OFFICE MEMORANDUM**

**No.AR-8/8/78**

Dated Kohima, the 13<sup>th</sup> February 2002.

**SUBJECT: SCHEME OF COMPASSIONATE APPOINTMENT FOR  
DEPENDENTS OF DECEASED GOVERNMENT SERVANTS.**

There are many demands made from time to time for appointments 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.

2. After examining the schemes of various State Governments as well as the Government of India in this regard, the Committee found that the scheme of the Central Government was the most appropriate. Therefore, the Committee has recommended introduction of a similar scheme for the employees of the Government of Nagaland, subject to suitable local variations, wherever necessary.

3. A scheme is being adopted for appointment on compassionate grounds for the relative of a Government employee who dies while in service as follows:

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 claim 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) Employment 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 employment 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. Each Department shall maintain a waiting list in chronological order for each applicant.

7) Applicants for compassionate appointment 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 in 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 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 widow appointed on compassionate ground under this scheme shall be allowed to continue in service even after re-marriage.

12) An appointment made on compassionate ground 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 on compassionate grounds 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 on compassionate grounds 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 compassionate appointment scheme shall be operative from 1<sup>st</sup> April 2001.

17) Any dispute arising out of the provisions of this scheme shall be referred to the Department of Personnel & Administrative Reforms for decision of the Government.

**( R.S. PANDEY )**

Chief Secretary to the Govt. of Nagaland

No.AR-8/8/78

Dated Kohima, the January 2002.

Copy to :-

1. The Accountant General, Nagaland, Kohima.
2. The Special Secretary to the Governor of Nagaland, Raj Bhavan, Kohima.
3. The Addl. C.S. & Principal Secretary to Chief Minister, Nagaland, Kohima.
4. The Sr. P.S. to Speaker/Deputy Speaker, Nagaland Legislative Assembly, Kohima.
5. The Sr. P.S. to all Ministers/Ministers of State, Nagaland, Kohima.
6. The Sr. P.S. to Chief Secretary, Nagaland, Kohima.
7. The Addl. Chief Secretary & Commissioner, Nagaland, Kohima.
8. All Principal Secretaries/ Commissioner & Secretaries/ Secretaries/ Addl.Secretaries, Nagaland, Kohima.
9. All Nagaland Houses, Delhi/ Kolkata/ Shillong/Guwahati.
10. The Secretary, Nagaland Legislative Assembly/ Vigilance Commission/ Nagaland Public Service Commission, Kohima.
11. All Heads of Departments, Nagaland.
12. All Deputy Commissioners/ Addl. Deputy Commissioners, Nagaland
13. The Publisher, Nagaland Gazette, Kohima, for publication.
14. Guard file.

**( C.R. LOTHAN )**

Joint Secretary to the Government of Nagaland