

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SER-A) DEPARTMENT

INSTRUCTIONS/GOs

ON

COMPASSIONATE APPOINTMENTS

As Corrected upto 30th April, 2022

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Employment - Recruitment procedure - Relaxation of Employment Exchange procedure in favour of a dependent of a deceased State Government Servant - Orders - Issued.

EMPLOYMENT AND SOCIAL WELFARE (G) DEPARTMENT

G.O.Ms.No.1005 Dated the 27th December, 1974

Read the following:-

1. From Board of Revenue Lr.No.Dis.N/2675/73, dated 27th October, 1973.
2. From the Director, Employment and Training Lr.No.G1/42450/73, dated 22nd March, 1973.

* * *

ORDER:-

The Government of India have issued instructions to appoint without reference to the Employment Exchange a son/daughter/near relation of a Government servant, who dies in harness leaving his family in immediate need of assistance, where bring no other earning member in the family to a post which is required to be filled through the Employment Exchange. The Board of Revenue have suggested that the concessions available to a son/daughter/near relative of a Central Government employees, who dies in harness of being appointed without reference to the Employment Exchange may be extended to a son/daughter/near relative of the State Government employee who dies in harness leaving his family in indigent circumstances.

2. The Government have carefully examined the issue in consultation with the Director of Employment and Training and they direct that a child (son or daughter) or spouse of a deceased Government employee be appointed without the medium of Employment Exchange subject to the following conditions.

1.The concession is restricted to a child or the spouse of only such employee as have died in harness there being no other earning member in the family;

2. A formal notification of the vacancy may be made to the Employment Exchange;

3. After filling up the vacancy, the appointing authority will furnish all relevant particulars of the candidate to the Employment Exchange; and

4. Such appointment should be made with the prior approval of the Director, Employment and Training if it is in the twin cities or District Collector, if it is in the district, as the case may be.

M.A. HALEEM,
SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

EMPLOYMENT AND SOCIAL WELFARE (G) DEPARTMENT

MemoNo.529/G1/75-8, Dated the 19th August, 1975

Sub:- Employment - Recruitment procedure - Relaxation of Employment Exchange procedure in favour of a dependent of a deceased State Government Servant - Certain clarifications - Orders - Issued.

Ref:- 1. G.O.Ms.No.1005, Employment and Social Welfare Department, dated 27th December, 1974.

2. From the Director, Employment and Training Lr.No.K1/42450/73, dated 8th April, 1975.

3. From the Director, Employment and Training Lr.No.K1/42450/73, dated 11th April, 1975.

4. From the Director, Employment and Training Lr.No.K1/13147/75, dated 25th April, 1975.

5. From the Director, Employment and Training Lr.No.K1/13146/75, dated 5th May, 1975.

6. From the Director, Employment and Training Lr.No.K1/14488/75, dated 12th May, 1975.

7. From the Director, Employment and Training Lr.No.K1/1516/75, dated 24th May, 1975.

8. From the Director, Employment and Training Lr.No.K1/14401/75, dated 22nd May, 1975.

9. From the Director, Employment and Training Lr.No.K1/17259/75, dated 19th May, 1975.

10. From the Director, Employment and Training Lr.No.K1/8436/75, dated 11th June, 1975.

* * *

In G.O.Ms.No.1005, Employment and Social Welfare Department, dated 27th December, 1974, orders were issued to appoint a child (son or daughter) or spouse of a deceased Government employee without the medium of Employment Exchange subject to certain conditions stipulated therein. With reference to these orders several Collectors, Heads of Departments, individuals, etc., raised various points for clarification. Some of them are identical but clothed in different terminology of words. These points have been carefully examined in consultation with the Director of Employment and Training and clarifications thereon are hereby issued as mentioned in the Annexure.

M.A. HALEEM,
SECRETARY TO GOVERNMENT

ANNEXURE

Sl.No.	Point	Clarification
1.	Whether appointment will be made in the same Department where his father had worked and died while in service or any other Department.	It should be in the same department as there will be vacancy or a consequential vacancy in the Department or office where the deceased worked.
2.	Whether the G.O. does have retrospective effect.	The G.O. would apply only to cases which have arisen on or after issue of the G.O. i.e., 27.12.1974. "Arising or a case on a particular date" would mean the occurrence of the death of the employee while in service on that date. The G.O. has no retrospective effect.
3. 4.	When the elder earning member is separated from the family whether the younger brother can be appointed or not. From whom the certificate of "No earning member in the family" is to be obtained.	The person should be given a place only in the office where his deceased father worked, provided he is qualified. This will make enquiry easy. Hence evidence of the colleagues of the deceased will be readily available. If for any reason a job is not immediately available, be will have to wait but should be accommodated in the first vacancy. It should not matter if a son has divided himself from the family and he is already employed. If the family is without a bread winner, one son/daughter out of the remaining or the wife may be given a job.
5.	Instead of the approval of the Collector for appointment in the District the approval of the Head of the Department may be	Not accepted.

	appropriate.	
6.	In case of non-availability of a vacancy readily, whether a temporary candidates has to be retrenched to appoint the dependent of the deceased employee.	The main approach is to accommodate the person in the same office mostly in posts of class-IV and L.D.Cs. In the unlikely contingency of a vacancy not being available he will have to wait for some time. The idea is not to retrench and create heart burning.
7.	Whether the concessions contemplated in the G.O. apply to the employees of local bodies such as Samithi and Zilla Parishad employees of teachers etc., who die in harness.	The concessions available under this G.O. are admissible not only to State Government Offices but also to all other establishments including Corporations, Local Bodies Panchayat Raj Bodies (Municipalities etc.) State Public Sector undertakings etc.
8.	Whether such a candidate can be employed by passing the existing panel of the candidates.	Panels are prepared for promotions. As the idea is to appoint him in the lowest category, this will not arise. The Employment Exchange has merely to be informed.
9.	Whether the concession can be extended to work-charged establishment of the department.	Since the recruitment to the work-charged establishment is required to be made through the medium of Employment Exchange the G.O. applies to the members of such establishment also.
15.	Whether an adopted child of a deceased may come under the definition of child in terms of this G.O.	No.
16.	While the first son is in the army and the second son is not willing to work. Whether the third son can be employed.	The clarification against point 4 above will hold good here also.

17.	Whether the rule of reservation for S.Cs. and S.Ts. or B.Cs. etc., is to be followed in respect of the appointment made under the said G.O.	If the deceased Government servant's son, daughter or spouse proposed to be employed do not belong to S.Cs., S.Ts., etc., and the first vacancy is a reserved vacancy the appointment need not be postponed on humanitarian grounds. But this post can be adjusted against the next open competition vacancy. Thus there will be no change in the numbers and it will only be a case of slight postponement on humanitarian grounds.
18.	Whether the appointees are eligible for regularisation without further selection by the District Selection Committee.	If a post within the purview of the District Selection Committee is filled in by a candidate under the provision of the G.O. his services cannot be regularised unless he gets himself selected by the District Selection Committee on a subsequent date.
19.	Whether the widowed daughter who is the only legal heir of a Government employee who dies in harness is also eligible for said concession.	Such a widowed daughter can avail herself of the concession provided she produces a certificate to the effect that she is the only heir to her parents, herein being left without any property from her husband side and that she was solely dependent on the deceased. Such a certificate should be obtained from an authority in the Revenue Department not lower rank than that of R.D.O.
20.	The desirability of laying down that it is first incumbent upon that Government office, organisation in which a Government employee died in harness to appoint a	It will be for the establishment in which the Government employee has died to provide employment to the child of the employee for appointment to the first available vacancy. If the son/daughter or wife of the deceased is given the freedom to seek employment in any other District as per convenience of the

	Child or spouse under that G.O. if a suitable vacancy is becomes available may be considered.	Department of his or her choice, it will lead to complications. However, he/she can later seek transfer under the normal procedures.

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

PUBLIC SERVICES - Subordinate Services - Ministerial posts such as Clerks, Typists and Steno-typists - Regularisation - Orders - Issued.

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

G.O.Ms.No.687 **Dated 3rd October, 1977.**

Read the following:-

G.O.Ms.No.1005, Employment and Social Welfare Department, dated 27th December, 1974.

ORDER:

The Government in the G.O. cited have relaxed the employment exchange procedure for purpose of making appointment of the spouse of the deceased Government servant or dependent children of deceased Government servant who died in harness as a social security measure. Such appointments have been described to be purely temporary and for purpose of regular appointment he/she will have to be selected by selection committee. It has been represented to the Government by the Members of the deceased Government servants who have been appointed temporarily to the Ministerial posts of Clerks, Typists and Steno-typists and other lower categories in the light of the scheme envisaged in the G.O. cited that their appointment may be treated as regular one straightway without subjecting them to the process of selections that are contemplated in the relevant recruitment rules.

The Government have carefully examined the matter, with a view to provide permanent relief to the deserving bereaved members of the family of the deceased

Government servant the following orders are issued in supersession of the orders of Employment and social Welfare Department. Dated 27th December, 1974.

(1) The candidates eligible for appointment under this measure shall be the spouse of the deceased Government servant or the dependent children of the deceased Government servant who died in harness, there being no other earning member in the family.

(2) Applications for appointment from such persons shall be entertained within a period of one year from the date of occurrence of the death of Government servant.

(3) All appointments made in the light of the concession envisaged in this G.O. to categories of posts to which the candidates are eligible shall be temporary to start with. However, the services of the persons will be regularised in the categories of posts whose pay is equal to or less than that of L.D.C.

(4) The temporary appointment of a spouse or child of a deceased Government servant can be considered for regular appointment without subjecting them to the normal process of recruitment as provided in the relevant recruitment rules provided such family members of the deceased servant satisfy other conditions of recruitment prescribed in the rules such as age and educational qualification However;

(a) a formal notification of vacancy may be made to the Employment Exchange;

(b) after filling up the vacancy, the appointing authority will furnish all relevant particulars of the candidates to the Employment Exchange.

(c) Such appointments should be made under intimation to the Director, Employment and Training excepting in case of High Court.

The Government also direct that the present orders issued in this G.O. shall cover all cases of Government servants died in harness on and after the 27th October, 1973.

The Government further direct that the regular appointments made under this G.O. shall be kept outside the purview of the Andhra Pradesh Public Service Commission. Necessary amendments to the Andhra Pradesh Public Service Commission Regulations shall be issued separately.

A.KRISHNASWAMI
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

Memo No. 1900/Ser.A/79-1, Dated 21st September, 1979.

Sub: Public Services - Appointment of dependent children of deceased Government employees - Further instructions - Regarding.

Ref: 1. G.O.Ms.No.687, General Administration (Ser.A) Dept., dated 3rd October, 1977.
2. From the Director of Employment and Training Lr.No.L3/27625/78, dated 24th June, 1979.

* * *

In the G.O. first cited orders have been issued that the spouse or dependent child of a deceased Government employee be appointed without the medium of Employment Exchange subject to one of the conditions that a formal notification of vacancy may be made to the Employment Exchange.

The Director of Employment and Training in the reference second cited has reported that most of the employers are appointing persons belonging to this category and sending a formal notification of the vacancy to the Employment Exchange after several days or months, specially when the same is insisted upon by that Directorate. Section 4(1) of the Employment Exchange (Compulsory Notification of Vacancies) Act, 1959 which lays down that all the vacancies arising in the Public Sector Establishments should be notified in the prescribed form to the Employment Exchange at least one week before the same is filled-up.

The Government, therefore, direct that all the appointing authorities should notify the vacancy in the prescribed form to the Employment Exchange at least one week before the same is filled-up.

The Departments of Secretariat and the Heads of Departments are requested to follow the above instructions and to ensure that all the appointing authorities strictly follow.

S.R.RAMAMURTHI
CHIEF SECRETARY TO GOVERNMENT.

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

Memo No. 1918/Ser.A/79-2, Dated 30th November, 1979.

Sub: Regularisation of temporary employees - Clarification - Regarding.

Ref: G.O.Ms.No.647, General Administration (Ser.A) Department, dated 14th September, 1979.

* * *

The Andhra Pradesh Non-Gazetted Officers Association in its representation dated 18th September, 1979 sought clarification on certain points arising out of orders issued in G.O.Ms.No.647, General Administration (Ser.A) Department, dated 14th September, 1979. The following clarification is issued.

Sl.No.	Point	Clarification
1.	Whether the services of temporary employees should be regularised with reference to the dates on which the candidates were appointed either by transfer or by promotion or under G.O.Ms.No.687, General Administration (Ser.A) Department dated 3.10.1977 as dependents of deceased Government employees.	Since the temporary employees are working prior to the appointments referred to in the point the last regular candidate should be taken to mean a regular candidate appointed by direct recruitment excluding the appointments of deceased Government employee's dependents or by promotion or by transfer from other units.
2.	Whether the services of temporary employees can	The appointing authorities can regularise the services of temporary employees from the

	be regularised by invoking provisions in General Rules 23 (a).	dates of their appointments under rule 23 (a) of the General Rules, subject to the condition that such regularisation does not affect the interests of those whose services have already been regularised.
3.	Whether the services of temporary employees may be regularised pending decision of the Andhra Pradesh Administrative Tribunal.	The services of temporary employees may be regularised provisionally subject to revision based on the decision of the Andhra Pradesh Administrative Tribunal in the pending Representation Petitions instead of waiting for the disposal of R.Ps.

S.R.RAMAMURTHI
CHIEF SECRETARY TO GOVERNMENT.

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

Memo No.618/Ser.A/78-11, Dated 17th December, 1979.

Sub: Public Services - Subordinate Services - Employment of dependent children of deceased Government employees who die in harness- Recruitment procedure - Relaxation of Employment Exchange procedure - Certain clarifications - Issued.

Ref: 1. G.O.Ms.No.687, General Administration (Services.A) Department, dated 3rd October, 1977.
2. Memo No.51/Services-A/78-1, dated 10th February, 1978.

* * *

As a measure of social security the Government issued orders in G.O.Ms.No.1005, Employment and Social Welfare, dated 27th December, 1974 providing relief to the family of a Government servant who dies in harness by appointing his son or daughter or spouse in Government service, without the medium of Employment Exchange, subject to the conditions among other things that there is no other earning member in the family. With reference to these orders several Collectors and Heads of Departments raised various points for clarification and necessary clarifications were issued in Government Memo No.529/G.1/75-8, Employment and Social Welfare dated 19th August, 1975. Later on certain representations made by members of the families of deceased Government employees, the scheme was examined with a view to provide permanent relief and orders were issued in G.O.Ms.No.687, General Administration (Ser.A) Department, dated 3rd October, 1977, in supersession of the earlier G.O. specifying the procedure for making regular appointments of the dependents of deceased Government employees, the categories of posts of which such dependents are eligible and the time within which application for appointment should be made. After

the issue of G.O. also certain points were raised regarding relaxation of educational qualifications, age for appointment and the time limit for submission of applications etc. The Secretaries to Government discussed the points at a meeting held on 2nd November, 1979 and made their recommendations. The recommendations are accepted and embodied in the annexure to this Memo along with the clarifications previously issued in Government Memo No.529/G1/75-8, Employment and Social Welfare dated 19th July, 1975 in so far as they can be adopted in G.O.Ms.No.687, General Administration (Services.A) Department, dated 3rd October, 1977 for the guidance of the appointing authorities.

The Heads of Departments etc., are requested to bring these clarifications to the notice of all appointing authorities for their guidance.

S.R.RAMAMURTHI
CHIEF SECRETARY TO GOVERNMENT.

ANNEXURE

Sl.No.	Point	Clarification
1.	Whether appointment will be made in the same department where the deceased Government employee worked while in service or in any other Department?	It should be in the same Department as far as possible, as, there will be a vacancy or a consequential vacancy in the Department or office where the deceased worked. There is, however no objection to the appointment in an office other than the office in which the employee worked prior to his death. If the dependent happens to be a women it may be better in her own interest that she is provided with a job nearer to the place where she would find it secure to live.
2.	When the elder earning member is separated from the family whether the younger brother can be appointed or not?	It should not matter if son has divided himself from family and is already employed. If the family is without a bread winner, a son/daughter out of the remaining or the wife may be given job.
3.	From whom the certificate of 'No earning member in the family' is to be obtained?	The person seeking employment can declare that no other member in the family is earning. In case, the declaration is found defective at a later date, his/her services are liable to be terminated besides any other action would be taken under the law.
4.	In a case of non-availability of a vacancy readily, whether a temporary candidate has to be	The main approach is to accommodate the person in the same office mostly in posts of Class-IV and LDCs. In the unlikely contingency of a vacancy not being available,

	retrenched to appoint the dependent of the deceased employer?	he/she will have to wait for some time. The idea is not retrench any temporary employee and create heart burning.
5.	Whether such a candidate can be employed by passing the existing panel of the candidates?	Panels are prepared for promotions. As the idea is to appoint him/her in the lowest category this will not arise. The Employment Exchange has merely to be informed.
6.	Whether the dependent of the deceased employee can be considered for appointment to any post irrespective of the status held by the deceased employee?	The dependent of the deceased has to be considered for the categories of posts whose pay is equal to or less than that of L.D.C. and for which he/she is eligible based on qualifications and other conditions as prescribed in the relevant rules. The post held by his/her deceased parent is not at all criterion to be taken into account.
7.	Whether the GO is applicable to the pensioners?	The pensioners will not at all come within its purview.
8.	Whether the concession is applicable to the dependents of an employees who died while on leave?	The GO would apply to cases where a Government servant while in service, died in harness It is immaterial whether the deceased employee was on leave or on deputation or on other duty or on training or under suspension etc. The only point is that he/she should not have retired from service.
9.	Whether the adopted child of a deceased employee may come under the definition of child in terms of this GO?	The answer is in the negative.
10.	While the first son is in the army and the second son is	If the first son in the army is separated from the family, the clarification against point 2 will

	not willing to work whether the third son can be employed?	hold good here also.
11.	Whether the widowed daughter who is the only legal heir of a Government employees who died in harness is also eligible for the said concession?	Such a widowed daughter can avail herself of the concession provided she produces a certificate to the effect that she is the only heir to the deceased employee, herself being left without any property from her husband side and that she was solely dependent on the deceased such a certificate should be obtained from an authority in the Revenue Department not lower in rank than that of Revenue Divisional Officer.
12.	Whether condition 2 in para 2 of the G.O. regarding the time limit for the submission of application for employment will apply to the dependents of Government servants who died during the period 27-10-1973 to 27-12-1974?	The application for appointment of such persons may be entertained within one year from 3.10.77 (date of G.O.Ms.No.687, of 1977).
13.	Whether a minor dependent child of a deceased Government employee can be considered for appointment?	A minor dependent of the employee who dies in harness should not be considered for providing employment under this scheme, as there cannot be any contractual obligation between the Government and the employee who is a minor. The intention of the Government being to see that the family is not exposed to destitution, the relief by taking somebody for employment, should be immediate. Therefore, a spouse or a child of

		the deceased Government servant should immediately apply for this relief. However, in case where due to the fact that the child is a minor or he has not attained the educational qualification, it should be possible for them to ask for the relief within a reasonable time, which may be two years from the date of demise of the Government Servant. In such a case, the fact should be communicated to the Government.
14.	Whether cases of the dependents of Government servants who died prior to the issue of G.O.Ms.No.1005 Employment & Social Welfare dated: 27-10-1974 can be considered for appointment?	Cases of the dependents of Government servants who died prior to the 27-10-1973 should not be entertained under this scheme.
15.	Whether the educational qualification may be relaxed in favour of the dependents of a deceased employee seeking a job under this scheme?	No relaxation of educational qualification for a post whose pay is equal to or less than that of LDC either in Department of Secretariat or in the office of Heads of Departments or in the Subordinate Offices in the Districts should be considered under any circumstances.
16.	Where a spouse of a deceased Government servant seeking employment is above maximum age prescribed for categories of posts whose pay is equal to or	If the eligible children of the deceased Government servant are minors his/her spouse may seek employment under this scheme. In such cases, no upper age limit need be prescribed.

	less than that of LDC, whether the upper age limit may be relaxed to enable he/she being appointed?	

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

MemoNo.834/Services-A/80-2, Dated the 30th July, 1980

Sub:- Public Services - Employment of dependent children of deceased Government employee who die in harness - Recruitment procedure certain clarification - Issued.

Ref:- 1.From the Collector, Warangal, Lr.Rc.No.A2/4468/80, dated 23rd May, 1980.

* * *

The attention of the Collector, Warangal is invited to the reference cited and he is informed that spouse/child of a contingent employee who dies in harness cannot be appointed in terms of G.O.Ms.No.687, General Administration (Services-A) Department, dated 30th October, 1977. When, however, a contingent employee gets converted into regular Government servant in pursuance of the orders issued in G.O.Ms.No.38, Finance and Planning (Finance Wing) Department, dated 1st February, 1980, the spouse/child of such employee, if dies in harness will get the benefit provided in G.O.Ms.No.687, General Administration (Services-A) Department, dated 3rd October, 1977.

C.S. SARAVANAM
DEPUTY SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

MemoNo.1083/Services-A/80-1, Dated Ist August, 1980.

Sub:- Public Services - Appointment of Spouse/Child of a deceased Government employee who dies in harness - Further - Instructions - Reg.

Ref:- 1.G.O.Ms.No.687, General Administration (Ser.A) Department, dated 3rd October, 1977.

2. U.O.Note.No.203/Ser.A/78-1, dated 16th February, 1978.

3. Memo No.618/Ser.A/78-11, dated 17th December, 1979.

* * *

In the G.O. first cited orders were issued providing permanent relief to the family of a deceased Government servant who dies in harness by appointing his son/daughter/spouse to the posts for which such dependents are eligible subject to certain conditions specified therein. After the issue of these orders certain points were raised regarding relaxation of educational qualifications age for appointment and the time-limit for submission of applications, etc. and clarifications were issued in the reference third cited. Instructions have also been issued in the U.O. Note second cited not to entertain cases which do not satisfy the criteria laid down in the said G.O.

2. There is an unfortunate tendency to treat the cases of appointment of the dependents of Government servants who die in harness with extra consideration and sympathy. Some departments are obtaining orders of Government in cases in which death had occurred prior to 27th October, 1973, there is delay in seeking employment, etc. and making compassionate appointments. This tendency is not correct. In the present day society getting a job in Government as vital and important for the economic welfare of any family, as it is to the family of a deceased Government servant. Indiscriminate compassionate appointments in the cases of

deceased Government servants who die in harness will deprive other equally deserving poor families in securing jobs.

3. The main objective in having the scheme is to see that the family of the deceased Government servant is not thrown out on the streets, immediately after his death. The purpose would be achieved only if a family could be given an alternative bread winner almost immediately. The purpose certainly is not served if years after the death of the Government servant, for a dependent is proposed for appointment. It is because of this consideration that a dead-line has been fixed beyond which rightly enough no consideration should be given. If the policy of the Government and the objective behind this policy are to be implemented with sympathy alround, request for compassionate appointment in cases which violate the conditions stipulated in the scheme should not be entertained at all.

4. The Departments of Secretariat and the Heads of Departments are requested to follow the instructions issued in the references cited scrupulously and to ensure that all the appointing authorities strictly follow them.

S.R. RAMAMURTHI,
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

MemoNo.1879/Services-A/80-1, Dated Ist December, 1980

Sub:- Public Services - Appointment of dependent Children of deceased Government employees - Further Instructions - Reg.

Ref:- 1.G.O.Ms.No.687, General Administration (Ser.A) Department, dated 3rd October, 1977.

2.Memo No.618/Ser.A/78-11, dated 17th December, 1979.

* * *

In the G.O. first cited orders have been issued that the spouse or dependent child of a deceased Government employee be appointed without the medium of employment exchange subject to fulfilling certain conditions specified therein. In clarification (1) of the instructions issued in the Memo cited it was clarified that the appointment of the spouse/child of a deceased Government employee should be in the same department as far as possible as there will be a vacancy or a consequential vacancy in the department or office where the deceased worked and that there is, however, no objection to the appointment in the office other than the office in which the employee worked prior to his death. It was added that if the dependent happens to be a woman it may be better in her own interest that she is provided with a job nearer to the place where she would find it secure to live.

2. An instance has come to the notice of the Government where certain applications from dependents of deceased Government servants for employment under G.O. cited are kept pending for want of vacancies and it was enquired whether the date of demise of the Government servants should be taken as criterion for purpose of giving priority for appointment among the applications received as on the date of filling up of the post.

3. It is not desirable to pile up such applications on the plea that there are no vacancies as the intention behind the above scheme is to provide immediate relief to

the bereaved family of a deceased Government servant who dies in harness. The appointing authorities are therefore requested to consider appointing the spouse/child of the deceased Government employees, in the posts whose pay is equal to or less than that of Lower Division Clerk in the office in which the deceased Government Employee was working or in any other office under their administrative control, if there is no vacancy in the former. While making appointments the instructions issued from time to time on this subject should also be kept in view.

C.S. SARAVANAM
DEPUTY SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services - Subordinate Service - Ministerial posts such as Clerks, Typists, Steno-typists and other lower categories - Employment of dependent children of deceased Government employees who die in harness - Recruitment procedure - Further Instructions - Issued.

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

G.O.Ms.No.84 Dated the 17th February, 1982

Read the following:-

1.G.O.Ms.No.687, General Administration (Ser.A) Department, dated 3rd October, 1977.

2.G.O.Ms.No.299, General Administration (Ser.D) Department, dated 3rd April, 1979.

* * *

ORDER :-

With a view to providing social security to the deserving observed members of the family of deceased Government servants who die in harness, orders were issued in the G.O. first cited enabling the appointment without the medium of Employment Exchange, of a son/daughter or spouse of deceased Government Servants to Ministerial posts of Clerks Typists and Steno-typists and other lower categories subject to the conditions specified therein.

2. Further, the Government have issued orders in the G.O. second cited that an appointment made under this scheme should be treated as a distinct category in itself not related to Employment Exchange procedure as well as General Rule 22 providing for reservation of appointments and that such appointments have no relation to rosters.

3. During the inspection of offices by the Inspecting Assistant Commissioners of the Social Welfare Department several instances are reported to have come to their

notice where vacancies meant for the Scheduled Caste, Scheduled Tribe and Backward Class candidates were filled by the dependent of deceased Government employees, who did not belong to Scheduled Caste, Scheduled Tribe or Backward Class, as the case may be, with reference to the provisions of the above G.O. The Social Welfare Department have taken the view that on account of these appointments, the Scheduled Caste, Scheduled Tribe, Backward Class candidates were denied the right of appointment to posts reserved for them according to roster guaranteed by the Constitution of India. They observed that it is unfair and wrong to allow the concessions meant for the dependents of deceased Government employees to over-ride those given to members of Scheduled Castes, Scheduled Tribes and Backward Classes. The Social Welfare Department have therefore, suggested that the dependents of deceased Government servants should not be appointed against the vacancies reserved for Scheduled Castes, Scheduled Tribes or Backward Classes unless they are themselves members of those communities and that they should however be appointed only against O.C. vacancies and if there are no O.C. vacancies, their appointments could be postponed till such vacancies occur relaxing age, qualifications, if necessary. They have also suggested as an alternative that they could be accommodated in supernumerary posts to be created for the purpose till regular vacancies arise, as according to them, the scheme of providing employment to the dependents of deceased Government employees impliedly contemplates the creation of supernumerary posts.

4. The Government consider that as a special security measure, relief to a qualified and eligible dependent of a deceased Government employee has to be afforded as quickly as possible. The Government accordingly direct that qualified and eligible dependents of deceased Government servants shall not be appointed in the vacancies meant for Scheduled Castes, Scheduled Tribes and Backward Classes unless they are members of Scheduled Castes or Scheduled Tribes and Backward Classes and they shall be considered for appointment in vacancies meant for OC candidates if they are readily available and if no such vacancies are available, they may be appointed against supernumerary posts to be created for the purpose, after waiting for the occurrence of OC vacancies for a reasonable period which may be one year from the date of applications of the dependents.

5. The supernumerary posts so created shall continue till such time a vacancy arises in the roster for OC candidates. When a regular vacancy arises in the roster the Supernumerary post so created shall automatically cease.

6. The above procedure shall also be adopted for the son/daughter/spouse of a deceased employee who belong to Scheduled Castes, Scheduled Tribes or Backward Class community and when there is no vacancy for that community as per the roster.

7. This order issues with the concurrence of Finance and Planning (Fin.Exp.HG) Department vide their U.O.No.5335/262/A2/HG, dated 8th February, 1982.

S.R. RAMAMURTHI,
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

MemoNo.380/Services-A/82-1, Dated 2nd September, 1983

Sub:- Public Services - Appointment of dependent Children of deceased Government employees - Further Instructions - Issued.

Ref:- 1.G.O.Ms.No.687, General Administration (Ser.A) Department, dated 3rd October, 1977.

2.Memo No.618/Ser.A/78-11, General Administration (Ser.A) Department, dated 17th December, 1979.

3.Memo No.1879/Ser.A/80-1, General Administration (Ser.A) Department, dated 1st December, 1980.

* * *

In the G.O. cited orders were issued that the spouse/son/daughter of a deceased Government servant who dies in harness may be appointed in Government service to posts of Lower Division Clerks and below without the medium of Employment Exchange subject to fulfilling certain conditions specified therein. It was subsequently clarified that the appointment of the dependents of the deceased Government servant should be in the same Department as far as possible, as there will be a vacancy or a consequential vacancy in the Department or office where the deceased worked and that there is however, no objection to the appointment in an office other than the office in which the employee worked prior to his death. Further, instructions were issued in the Memo third cited asking the appointing authorities to consider appointing the dependents of deceased Government servants in which the deceased was working or in any other office under their Administrative Control, if there is no vacancy in the former.

2. For giving immediate relief to the bereaved members of the family of a deceased Government employee who dies in harness. Government have examined the issue further and have decided that the dependents of deceased Government

servants not qualified for appointment to Government service but qualified for appointment in various State Government Undertakings/Autonomous Corporations under the concerned Administrative Department shall be considered for appointment in those institutions.

3. All the Departments of Secretariat are therefore requested to issue necessary instructions to give effect to the above decision to the Undertakings/Corporation/Boards under their control.

G.V. RAMAKRISHNA
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

MemoNo.2047/Services-A/83-1, Dated 10th October, 1983

Sub:- Public Services - Subordinate Services - Employment of dependent children of deceased Government employees who die in harness - Recruitment Procedure, etc., - Clarification - Issued.

Ref:- 1.G.O.Ms.No.687, General Administration (Ser.A) Department, dated 3rd October, 1977.

2.Government Memo No.618/Ser.A/78-11, General Administration (Ser.A) Department, dated 17th December, 1979.

3.Government Memo No.1083/Ser.A/80-1, General Administration (Ser.A) Department, dated 1st August, 1980.

* * *

In the G.O. cited orders were issued for providing permanent relief to the deserving bereaved members of the family of the deceased Government servants by providing a job to the spouse or the dependent children of Government servants who die while in Government service, subject to the conditions mentioned therein. In the Memo. second cited, certain clarifications were issued ion regard to the scope of the orders issued in the G.O. cited. In the Memo. third cited it has been made amply clear that no relaxations shall be given in the matter of implementation of the G.O. cited and indiscriminate compassionate appointments in the cases of the dependents of the deceased Government servants who die in harness will deprive other equally deserving poor families in securing jobs. Instructions were also issued not to entertain cases which do not satisfy the criteria laid down in the said G.O.

2. It has been observed that a large number of cases are still being referred by the Departments of Secretariat to this Department for relaxation of one or the other conditions mentioned in the G.O. cited for appointment of the spouse or dependent children of the deceased Government servants. The matter has again been carefully

examined by the Government. It has been considered that no application for relaxation of any of the conditions mentioned in the G.O. cited in respect of appointment of dependents of deceased Government servants to posts other than the posts in the Last Grade Service should be entertained. In the case of compassionate appointments to Last Grade Service, if the Secretaries to Government consider that relaxations are justified in some hard cases, in the conditions relating to the age for entry into the last Grade Service or in the stipulated time-limit of two years for application in the case of minor dependents or in the educational qualifications prescribed for the post in Last Grade Service for which appointment is sought for in the matter of appointment of minor children of the deceased employees they may refer deserving cases, with their recommendations to this Department. In no other case, applications for relaxation of the conditions should be entertained by the Government.

3. The Departments of Secretariat and Heads of Departments are requested to issue instructions to their subordinate authorities to scrupulously follow the above instructions and not to recommend any cases for relaxation in the matter of appointment to the spouse or children of the deceased employees other then those seeking appointments to Last Grade Service posts.

G.V. RAMAKRISHNA
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

PUBLIC SERVICES - Subordinate Services - Ministerial posts such as Clerks, Typists, Steno-typists and other lower categories - Employment of dependent children of deceased Government employees who die in harness - Amendment to orders issued in G.O.Ms.No.84, General Administration (Services-A) Department, dated 17th February, 1982 - Issued.

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

G.O.Ms.No.110 Dated 22nd February, 1984.

Read the following:-

1. G.O.Ms.No.84, General Administration (Ser.A) Department, dated 17th February, 1982..

2. From the President, Andhra Pradesh Secretariat Section Officers Association, dated 24th November, 1982.

* * *

ORDER:

In the G.O. read above, orders have been issued to the effect that the qualified and eligible dependents of deceased Government servants belonging to O.Cs shall not be appointed in the vacancies meant for Scheduled Castes, Scheduled Tribes and Backward Classes and that they should be considered for appointment in the vacancies meant for O.C. candidates only, if they are readily available, if no such vacancies are readily available, they may be appointed again supernumerary posts to be created for the purpose after waiting for the occurrence of O.C. vacancies for a reasonable period which may be one year from the date of application of the dependents.

2. Representations have been made to the Government requesting that if the dependent of a deceased employee has to be appointed against a O.C. vacancy and if such a vacancy does not exist a supernumerary post may be created immediately

on application of the dependent of a deceased Government employee and the dependent be appointed immediately against that supernumerary vacancy instead of making him to wait for one year for occurrence of a vacancy or for creating a supernumerary post after that period.

3. Government have examined the matter carefully and with a view to provide immediate relief to the bereaved members of the family of the deceased Government employees who die in harness and have decided to accept the above proposal. Accordingly following amendment is issued to the G.O. read above.

AMENDMENT

In para 4 of the said G.O. the words, "after waiting for the occurrance of O.C. vacancies for a reasonable period which may be one year form the date of application of the dependents", shall be omitted.

G.V. RAMAKRISHNA
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

MemoNo.2502/Ser.A/85-1, Dated 7th January, 1986

Sub:- Public Services - Subordinate Services - Ministerial posts such as Clerks, Typists and Steno-typists etc., - Appointment of spouse/son/daughter of deceased Government servant Ban orders - Certain clarification - Regarding.

Ref:- 1. G.O.Ms.No.687, General Administration (Services-A) Department, dated 3rd October, 1977.

2. Govt. Memo. No. 1295/Ser-A/77-12, dated 10th January, 1978.

3. Govt. Memo. No.1651/Ser.A/78-1, dated 28th November, 1978.

4. Govt. Memo No.868/Ser.A/79-1, dated 27th April, 1979.

5. From the General Secretary, Andhra Pradesh Non-Gazetted Officer's Association representation, dated 26th December, 1985.

* * *

In the Memo. fourth cited, it was clarified that ban orders issued in Government Memos. second and third cited are not applicable to appointments of spouse/children of deceased Government employees in terms of the orders issued in G.O.Ms.No.687, General Administration (Services-A) Department, dated 3rd October, 1977 as the appointments under the said G.O. are excluded from the purview of the Employment Exchange as well as the Andhra Pradesh Public Service Commission, as the case may be.

2. In the reference fifth cited, the General Secretary, Andhra Pradesh Non-Gazetted Officers Association has represented that Secretary, District Branch Association, Anantapur has brought to the notice of the Andhra Pradesh Non-Gazetted Officers Association that certain officers are not implementing the orders of the Government in appointing the spouse/son/daughter of a deceased Government servant on the plea that there are ban orders of the Government and

requested to issue general instructions to all Heads of Departments and District Collectors and appointing authorities to implement the instructions of the Government.

3. The Heads of Department/District Collectors are informed that the ban orders issued in Government Memos second and third cited are not applicable to appointments of spouse/children of the deceased Government employees as already clarified in the Government Memo, fourth cited (copy enclosed). They are, therefore, requested to follow the instructions of the Government in all such appointments giving to scope for any complaint and to bring these instructions to the notice of all the appointing authorities.

SATHI NAIR
SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

MemoNo.113/Ser.A/86-1, Dated 7th March, 1986

Sub:- Public Services - Subordinate Services - Ministerial posts such as Clerks, Typists and Steno-typists-Appointment of dependent children of deceased Government employees - Instructions - Reiterated - Regarding.

Ref:- 1. G.O.Ms.No.687, General Administration (Services-A) Department, dated 3rd October, 1977.
2. G.O.Ms.No.84/ G.A. (Ser-A) Department, Dated 17th February, 1982.
3. G.O.Ms.No.110/G.A. (Ser.A), Department, dated 22nd February, 1984.

* * *

In the G.O. first cited orders have been issued the spouse of dependent child of a deceased Government employee be appointed without the medium of Employment Exchange subject to fulfilling certain conditions specified therein. In the G.Os second and third cited orders have been issued to the effect that if no vacancies are readily available, they may be appointed against supernumerary posts to be created for the purpose immediately on their application for appointment so as to give immediate relief to the bereave family.

2. Instance have come to the notice of Government that certain applications put in by the dependents of deceased Government Servants for employment under the G.Os cited are kept pending for want of vacancies. It has also been brought to notice of Government that qualified dependents of

the employees of the Survey and Land Records Department could not be appointed to posts in the categories of Deputy Surveyors and Computer Draughtsman Grade-II even though the scale of pay of those posts is equivalent to that of Junior Assistant.

3. The main objective in introducing the scheme is to see that the family of the deceased Government Servant is not thrown out on the streets, immediately after his/her death. Keeping in view the above object instructions have been issued in the G.Os. second and third cited to appoint the dependents of the deceased Government Servant by creating supernumerary posts if no vacancies are readily available. The action of the Departments in keeping the application of the dependents of deceased Government Employees pending for want of vacancies is not in accordance with the spirit of the orders issued in the G.Os cited.

4. In the instructions issued in G.O. first cited it has been clearly indicated that the appointments under this scheme should be made to the categories of posts whose pay is equal to or less than that of Lower Division Clerk (i.e.) (Junior Assistant at present). There may be no objection to make appointments to the posts of Deputy Surveyors and Computer Draftsmen Grade-II under this scheme if the scales of pay of those categories are equal or less than that of the post of Junior Assistant and if the candidates are equally qualified for appointment to those posts.

5. The Heads of Departments and the Departments of Secretariat are therefore, requested to follow the instructions issued in the reference cited scrupulously keeping in view the position clarified in paras 3 and 4 above and to ensure that all the appointing authorities follow the instructions strictly without giving room for complaints in this regard.

SATHI NAIR
SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

PUBLIC SERVICES - Subordinate Services - Ministerial posts such as Clerks, Typists, Steno-typists and other lower categories - Employment of dependent children of deceased Government employees who die in harness - Recruitment procedure - Creation of supernumerary posts - Further instructions - Issued.

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

G.O.Ms.No.259 Dated 19th May, 1986.

Read the following:-

1. G.O.Ms.No.84, General Administration (Ser.A) Department, dated 17th February, 1982..
2. G.O.Ms.No.110, General Administration (Ser.A) Department, dated 22nd February, 1984..
3. From the Commissioner of Land Revenue Lr.No.N1/3577/84, dated 20th December, 1984.

* * *

ORDER:

In the G.Os. first and second read above, orders have been issued to the effect that the qualified and eligible dependents of deceased Government servants shall not be appointed in the vacancies meant for Scheduled Castes, Scheduled Tribes and Backward Classes unless they are members of the said communities and they shall be considered for appointment in vacancies meant for other Caste candidates if they are readily available and if no such

vacancies are available, they may be appointed against supernemerary posts to be created for the purpose.

2. The Commissioner of Land Revenue in his letter third read above, has reported that the Collector, East Godavari District has brought to his notice that the persons appointed under compassionate grounds in supernumerary posts in terms of the orders issued in the G.Os first and second read above and subsequently posted to temporary schemes will face ousting or retrenchment on the principle of last come first go. In such contingencies, the very purpose of appointing the dependents of deceased Government employees to provide succour to the families is likely to be defeated since the Collector cannot continue them even on supernumerary posts which were created earlier and ceased to exist on the sanction of temporary posts as a result of which the dependents of the deceased employees have to be ousted till such time the supernumerary posts are again sanctioned by the Government. To avert such contingency the Commissioner of Land Revenue has suggested that the Government may empower the Collector to continue the dependents of the deceased Government employees in service pending sanction of supernumerary posts by Government.

3. Government examined the above suggestions of the Commissioner of Land Revenue and with a view to mitigate the hardship caused to the dependents of the deceased employees in the situations mentioned by the Commissioner of Land Revenue in para 2 above, direct that wherever a person is appointed on compassionate grounds under social security scheme against a supernumerary posts unless he is absorbed in a regular vacancy as distinct in a post sanctioned/created temporarily in connection with a scheme or for a limited purpose, the supernumerary posts may be suppressed or kept in abeyance so that it may be revived in the case of exigencies like abolition of the temporary posts consequent on the winding-up the scheme etc. All the

appointing authorities are directed to take action accordingly. Their attention is in this connection invited to paragraph 5 of the G.O. first cited.

4. This order issues with the concurrence of the Finance & Planning (F.W.) Department, vide their U.O.No.86-3/01940/450A/HG/86, dated 27th March, 1986.

SATHI NAIR
SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

PUBLIC SERVICES - Subordinate Services - Employment of dependent children of deceased Government employees who die in harness - Recruitment procedure - Further instructions - Issued.

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

G.O.Ms.No.349 Dated 12th June, 1986.

Read the following:-

1. G.O.Ms.No.687, General Administration (Ser.A) Dept., dated 3rd October, 1977.
2. Government Memo No.618/Ser.A/78-11, General Administration (Ser.A) Department, dated 17th December, 1979.
3. Government Memo No.1083/Ser.A/80-1, General Administration (Ser.A) Department, dated 1st August, 1980.
4. Government Memo No.2047/Ser.A/83-1, General Administration (Ser.A) Department, dated 10th October, 1983.
5. Representation from Action Committee of Employees & Workers (A.P.), dated 31st December, 1983.

* * *

ORDER:

In the Government Memo fourth cited instructions were issued that except in the case of appointment to Last Grade Services under the scheme of compassionate appointment of dependents of deceased Government servants in no other case application for relaxation of the conditions stipulated in G.O.Ms.No.687, General Administration (Services-A) Department, dated

3rd October, 1977 should be entertained. Even in respect of appointments to last grade service only in hard cases on the specific recommendation of the Secretary to Government in the concerned Administrative Department relaxation of certain conditions could be considered.

2. In the representation fifth read above, among other things, it has been requested that the powers of relaxation contemplated in Memo. fourth read above, in each case may be allowed to be exercised by the appointing authority instead of the Government as at present, as it is resulting in delay in providing relief to the family of the deceased. It has also been requested that the dependents of deceased Government servants who are of the age of 16 years may also be given appointment orders without insisting on their attaining the age of 18 years. It has also been represented that the dependents of deceased Government employees, who have not availed of the concessions contemplated in Government Memo. fourth read above may be given opportunity fixing some time limit for entertaining applications from them.

3. Government, after careful examination, direct that:-

(1) Cases of appointment of dependents (spouse, son and unmarried daughter) of the deceased Government employees to posts included in the A.P. Last Grade Service involving relaxation of age, educational qualifications etc. as contemplated in Memo. fourth cited need not be referred to Government in future. The appointing authority is authorised to make purely temporary appointments in the above cases. The regular appointment in these cases would however, be made only after the relevant rules wherever necessary are relaxed in favour of the concerned individuals by the concerned Head of the Department.

(2) The dependents of deceased Government employees who are 16 years of age may be considered, for appointment to posts in the Last Grade Service in relaxation of rules subject to the conditions that the service rendered prior to attaining majority shall not be counted till they attain majority.

SHRAVAN KUMAR
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

MemoNo.1171/Ser.A/87-1, Dated 30th July, 1987

Sub:- Public Services - Subordinate Services - Compassionate appointment of son/daughter/spouse of the Government employees who retire from service on medical grounds-Not to deviate from the guidelines issued from time to time - Not to make any irregular appointments in deviation-Instructions reiterated.

Ref:- 1. G.O.Ms.No.504, General Administration (SER-A) Department, dated 30th July, 1980.

2. G.O.Ms.No.457, General Administration (SER-A) Department, dated 19th September, 1983.

3. G.O.Ms.No.309,General Administration (SER-A) Department, dated 4th July, 1985.

* * *

As per the instructions in the G.O. third cited, the benefit of compassionate appointments should be confined to the cases where Government Servants retire on medical grounds five (5) years before attaining the age of superannuation irrespective of the age of the superannuation prescribed for the posts and services.

2. It has come to the notice of the Government that appointments of the dependents of the Government employees, who retired on grounds of medical

invalidation in whose cases the condition relating to retirement 5 years before attaining the age of superannuation has not been satisfied, have been made.

3. Since the benefit of compassionate appointment has been restricted to cases where Government servants retire on medical grounds 5 years before attaining the age of superannuation, making appointments in cases where the above condition is not satisfied, is irregular and opposed to the very policy of the Government.

4. All Heads of Departments and Departments of Secretariat are, therefore, requested to follow the instructions contained in the G.Os. cited scrupulously and to ensure that no irregular appointments are made in deviation of the policy instructions on the subject. They are also requested to bring these instructions to the notice of concerned. Failure to comply with the instructions will be viewed seriously.

SHRAVAN KUMAR
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

MemoNo.868/Ser.A/79-1, Dated 27th April, 1979

Sub:- Public Services - Subordinate Services - Temporary Appointment to Posts of Clerks, Typists, Steno-typists etc., through Employment Exchange Banned-Certain Clarification-Regarding.

Ref:- 1. Govt. Memo. No.1295/Ser.A/77-12, dated 10th January, 1978.

2. Govt. Memo. No.1651/Ser.A/78-1, dated 28th November, 1978.

3. From the Chief Engineer, R&B Administration Letter No.4698/GS. 1/79, dated 27th February 1979 addressed to the Secretary to the Government TR&B Department.

* * *

In the reference first and second cited a ban has been imposed on making temporary appointments in the categories of posts of Lower Division Clerks/Lower Division Accountants. Typists and Steno-typists in the offices of the Heads of Departments, Departments of Secretariat and in the subordinate offices by drawing candidates from the Employment Exchanges. The Chief Engineer, Roads and Buildings (Administration) in the letter third cited, has enquired whether the ban imposed in the references cited is applicable to the case of appointment to be made of spouse or dependent child of the deceased Government servant in terms of the orders issued in G.O.Ms.No.687, G.A.(Ser.A) Department, dated 3rd October, 1977.

2. It is hereby clarified that the ban orders issued in the Government Memorandum cited are not applicable to appointments of spouse/children of deceased Government employees in terms of the orders issued in G.O.Ms.No.687, G.A.(Ser.A) Department dated 3rd October, 1977 as the

appointments under the said G.O. are excluded from the purview of the Employment Exchange as well as the Andhra Pradesh Public Service Commission, as the case may be.

V.V.SATYANARAYANA
DEPUTY SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

MemoNo.1345/Ser.A/87-4 Dated 30 November, 1987

Sub:- Public Services - Subordinate Services - Employment of dependent children of deceased Government employees who die in harness - Recruitment Procedure - Certain Clarifications - Issued.

Ref:-G.O.Ms.No.687, General Administration (Ser.A) Department, dated 3rd October, 1977.

* * *

In the G.O. cited orders have been issued for providing relief to the spouse or dependent children of deceased Government servants who die in harness while in service by appointing them in posts pay of which is equal to less than that of Lower Division Clerk subject to their satisfying the principles and conditions stipulated in the said G.O.

2. A doubt has now been raised whether or not the provisions of the Andhra Pradesh Public Employment Order, 1975 are applicable to the cases of appointments made on compassionate grounds under the aforesaid G.O.

3. The appointment of dependents of Government employees who die in harness to any post can be only by the method of appointment by direct recruitment. Therefore, the provisions of para 8 of the Andhra Pradesh Public

Employment (Organisation of Local Cadre and Regulation of Direct Recruitment) Order, 1975, apply to such appointment. As per sub-para (1) of para 8 of the said order, 80% of the posts to be filled in by direct recruitment, at any time in respect of posts mentioned therein, are reserved in favour of local candidates in relation to the local area in respect of such cadre and 20% of the said posts are not reserved and can be filled in by the method of direct recruitment by any person whether local or non-local Sub-para (8) of para 8 of the said order provides, inter alia, that there shall be atleast one unreserved post while making recruitment to the posts in any cadre at any time. The purpose sought to be achieved by the said para is that there shall atleast be a minimum of one unreserved post while making direct recruitment, at any time to any local cadre-vide para 14 of G.O.P.No.729, General Administration (SPF) Department, dated 1st November, 1975. If the dependent of a deceased Government employee happens to be a non-local, such person can be appointed by the method of direct recruitment to any one of the 20% unreserved posts in any local cadre or to the post left unreserved out of the posts filled by direct recruitment at any time to any local cadre as provided in sub-para (8) of para 8 of the said Order.

4. The Departments of Secretariat and the Heads of Departments are requested to bring the above clarification to the notice of all appointing authorities for their guidance.

C.R.KAMALANATHAN
SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services - Compassionate appointments of son/daughter/spouse of deceased Government Servant-Minimum age for appointment-Instructions -Issued - Regarding.

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

G.O.Ms.No.165 Dated the 20th March, 1989

Read the following:-

1. Government Memo. No.618/Ser.A/78-11, G.A.D., dated 17th December, 1979.
2. Government Order Ms.No.349, G.A. (Ser.A), Department, dated 12th June, 1984.
3. From the Government of India Ministry of Personnel, Public Grievances and Pension, Department, of Personnel and Training, New Delhi, Office Memorandum F.No.14014/23/87, Estt.(D) dated 17th February, 1988.

* * *

ORDER :-

It has been clarified in item 13 in the Government Memo first read above that a minor dependent should not be considered for a providing employment under social security scheme as there cannot be any contractual obligation between the Government and employee who is a minor and can seek relief within reasonable time, which may be two years form the date of demise of the Government servant and the fact should be communicated to Government.

2. In the Government Order second read above it was ordered that dependents of deceased Government servants may be considered for appointment even if they are 16 years of age for appointment to a post included in the Last Grade Service in relaxation of rules, subject to the condition that the service rendered prior to attaining majority should not be counted till the dependent attains majority.

3. The Government of India have in their office memo third read above communicated their decision in regard to the minimum age for entry into Government service which has been fixed keeping in view the health recruitments, mental development etc., and stated that if an employee died in harness while in service or is retired on invalid pension and there is a ward below 18 years of age and who alone is available for appointment he should apply for a job as soon as he attains the age of 18 years and that persons below the age 18 years should not be considered for appointment on compassionate grounds.

4. The Government, after careful consideration, direct that dependent of a Government employee who dies in harness or retires on medical invalidation grounds, who is minor seeking employment on compassionate ground should apply for appointment only after attaining the age of 18 years subject to the condition stipulated in item 13 in Government Memo first read above, viz., the relief can be asked for within a reasonable time which may be two years from the date of demise of the Government servant but the spouse or the child of the deceased Government servant should immediately apply for this relief.

5. The instructions issued in the G.O. second read above should be deemed to have been modified to that extent.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHR APRADESH)

G.R.NAIR
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

MemoNo.331/Ser.A/90-1 Dated 15th March, 1990

Sub:- Public Services - Employment of the spouse or dependents of the deceased Government Servant who die in harness - Clarification - Regarding.

Ref:- From the Collector, Kurnool, Lr.No.A7/503/90, dated 1st February, 1990.

* * *

The attention of the Collector, Kurnool is invited to the reference cited.

He is informed that as clarified in Memo. No. 618/Ser.A/78-11, General Administration (Ser.A) Department, dated 17th December, 1979 such compassionate appointments under social security scheme can be made in the office in which the deceased Government employee was working, if there is a vacancy, or in any other office under the administrative control of that office, if there is no vacancy in the former. Therefore, when there is no vacancy in which the deceased employee was working as clarified in the above Memo, a candidate under compassionate appointment scheme may be appointed against the existing vacancy under the control of the Collector of the District instead of asking for creation of a supernumerary post, as per G.O.Ms.No.84, General Administration (Ser.A) Department, dated 17th February 1982 read with G.O.Ms.No.110, General Administration (Services-A) Department, dated 22nd February, 1984.

V.V.SATYANARAYANA
SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

MemoNo.1865/Ser.A/90-1 Dated 19th Sept., 1990

Sub:- Public Services - Recruitment to the posts of Attenders - Banned.

* * *

The question of recruitment at all levels both at District and State levels and local bodies, in the context of administrative reforms, policy and procedures to be adopted etc., is engaging the attention of the Government.

2. In this context the Government direct that there shall be no further recruitment to the posts of Attenders in the State Government Offices including local bodies with immediate effect until further ordres.

3. The above instructions should be brought to the notice of all the appointing authorities immediately.

V.P.RAMA RAO
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

MemoNo.1954/Ser.A/90-1 Dated 16th October, 1990

Sub:- Public Services - Recruitment to the posts of Attenders - Banned - Clarification - Reg.

Ref: 1. Govt. Memo.No.1865/Ser.A/90-1, G.A.D., dated 19-9-1990.
2. From the Collector, Srikakulam, Lr.No.Rc.No.8163/90-A, Dated 3-10-1990.

* * *

With reference to the letter cited, the district Collector, Srikakulam is informed that, the ban imposed on recruitment to the posts of Attenders in the reference first cited, will apply equally for appointment to the posts of Attenders on compassionate grounds as dependents of the deceased Government employees as well as the dependents of employees who retired on medical invalidation.

G.S.NAGI REDDY
ADDL. SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

MemoNo.1865/Ser.A/90-2 Dated 11th February, 1991

Sub:- Public Services - Ban on recruitment to the posts of Attenders - Lifted.

Ref: 1. Govt. Memo.No.1865/Ser.A/90-1, G.A.D. dated 19-9-1990.
2. Govt. Memo.No.1954/Ser.A/90-1, G.A.D. dated 16-10-1990.

* * *

In the Memo. first cited, orders have been issued that, there shall be no further recruitment to the posts of Attenders in the State Government offices including Local Bodies until further orders. Instructions have also been issued in the Memo. second cited that, the ban imposed on recruitment to the posts of Attenders in the reference first cited, will apply equally to appointments either on compassionate or on medical invalidation grounds.

2. The Government have reconsidered the matter relating to filling up the posts of Attenders in the State Government Offices and Local Bodies and direct that, the ban on recruitment to the posts of Attenders imposed in the Memo. first cited and the ban imposed on compassionate appointments tot he posts of Attenders in the reference second cited shall be lifted with immediate effect. The appointing authorities are directed to make recruitment to the posts of Attenders including appointments to be made to the posts of Attenders on compassionate grounds and also on account of medical invalidation as per the recruitment rules and procedures; after absorption of surplus employees, if any, as per the instructions issued by the Government from time to time.

V.P.RAMA RAO
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services - Employment to the spouse and dependent children of deceased Government employees who die in harness streamlining of procedure - posts such as Clerks, Typists, Steno-typists and other lower categories - Power to create Supernumerary post not exceeding five in a financial year in each district - Orders - Issued.

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

G.O.Ms.No.427 Dated the Ist July, 1991

Read the following:-

1. G.O.Ms.No.687, General Administration (Ser.A) Dept., dated 3rd October, 1977.
2. Memo. No.618/Ser.A/78-11, G.A.D., dated 17th December, 1979.
3. Memo No.1083/Ser.A/80-11, General Administration (Ser.A) Department, dated 1st August, 1980.
4. Memo No.1879/Ser.A/80-1, General Administration (Ser.A) Department, dated 1st December, 1980.
5. G.O.Ms.No.84, General Administration (Ser.A) Department, dated 17th February, 1982.
6. G.O.Ms.No.110, G.A.(Ser.A) Department dated 22nd February, 1984.
7. Agreement reached between the Government and Service Associations in April, 1991.

* * *

ORDER :-

In the G.O. first read above permanent relief to the deserving bereaved members of the family of the deceased Government servant has been provided by

appointing the spouse of a deceased Government or the dependent children of the deceased Government servant who died in harness, as a social security measure without reference to Employment Exchange. Such appointments should be to the categories of posts whose pay is equal to or less than that of L.D.C. subject to fulfilling certain conditions mentioned therein. In the Memo. second read above, certain clarifications were issued regarding the eligibility of the candidates who apply for appointment under this Social Security Scheme. In the Memo third read above, it has been made clear that request for compassionate appointments in cases which violate the conditions stipulated in the scheme should not be entertained, as indiscriminate compassionate appointments in the cases of the dependants of the deceased Government servants who die in harness will deprive other equally deserving poor families in securing jobs. In the Memo fourth read above, instructions were issued to consider the dependents of the deceased Government Servants for appointment in the office in which the deceased was working or in any other office under the administrative control of that Department, if there is no vacancy in the former.

2. In the G.O. fifth read above, as modified in the G.O. sixth read above, instructions were issued that qualified and eligible dependents of deceased Government Servants shall not be appointed in the vacancies meant for SCs., STs., and BCs., unless they are members of the respective communities and that they shall be considered for appointment in the vacancies meant for O.C. Candidates, if they are readily available, and if such vacancies are not available, they may be appointed against supernumerary posts to be created for the purpose. Instructions were also issued therein, that any supernumerary post so created shall continue till such time a vacancy arises as per the roster for O.C. candidates and when a regular vacancy arises as per the roster, the supernumerary post so created automatically ceases. The said G.O. further lays down that the above procedure shall also be adopted for the son/daughter/spouse of deceased employees who belong to S.C., S.T., or B.C. community and when there is no vacancy reserved for that community as per the roster.

3. It has been brought to the notice of the Government that a number of applications for appointment to the posts under social security scheme are pending

in the districts, although instructions were issued in the Memo. fourth read above, that Compassionate appointments can be made not only in the department where the employee died, but also in another department. In order to avoid a situation where there are vacancies in some departments and heirs who cannot be appointed for want of vacancies in other departments, Government have decided to have a Central Authority to co-ordinate such appointments. Government therefore, have decided to make the collector of the concerned district as the nodal authority to allot the eligible dependents to any department for issue of appointment orders. All the District Heads and Heads of offices in the district concerned, are therefore, requested to notify the vacancies as and when they occur in their offices, to the District Collectors concerned. They are also requested to inform about the applications from the deceased spouse/children found eligible and forward the same to the District Collector with his remarks. The District Collector will monitor all such cases and issue orders wherever necessary allotting the eligible spouse/children in any vacancy in any department in the district. With the formation of the Central co-ordination at the level of the District Collector, there may be no need for creation of supernumerary posts. However, there may in the beginning be some need for creation of supernumerary posts.

4. Government have entered into an agreement with the various service associations in April, 1991. It was agreed therein to delegate powers to the District Collectors for creation of supernumerary posts, not exceeding five in a financial year for accommodating the dependents of the deceased employees in any of the departments in the Districts, but could not be absorbed in clear vacancies in any of the departments, and in case of necessity, the Collector may approach the Government for sanction of additional supernumerary posts.

5. Following the agreement seventh read above, Government hereby empower all the District Collectors to create supernumerary posts, not exceeding five in number in a financial year, when there are no vacancies in any of the Government Departments in the concerned districts. In each such order issued by the District Collector, the number of supernumerary posts created so far in the financial year shall invariably be specified to ensure that the maximum of five is not exceeded. A copy of the proceedings shall be communicated to the District Treasury Officer, Sub-

Treasury Officer and Audit Authorities to enable them to admit the salary of the employee concerned.

6. The Collectors are therefore requested to exercise the above authority very judiciously while creating the supernumerary posts, as creation of supernumerary posts is not for all cases, but only in original cases, as cases of one department would be adjusted in vacancies of other departments.

7. In case of necessity for creation of supernumerary posts, over and above five in a financial year, the Collector of the concerned district shall approach the Government in the concerned administrative department for creation of additional supernumerary posts with full details of vacancies and number of applications pending in various departments.

8. In the case of Heads of Departments in the twin cities of Hyderabad and Secunderabad, General Administration Department shall be the co-ordinating nodal agency to allot the eligible dependents to any of the Head of the Department for issue of appointment orders. All the Heads of Departments in the twin cities are therefore, requested to notify the vacancies as and when they occur in their offices to the Genl. Administration Department. They are also requested to inform about the applications from the deceased spouse/children found eligible and forward the same to the General Administration Department with their remarks. The General Administration Department, will monitor all such cases and issue necessary orders wherever necessary allotting the eligible spouse/children in any vacancy in any department in the twin cities. Therefore, there may be no need for creation of supernumerary posts in the Heads of Departments. However, there may, in the beginning, be some need for creation of supernumerary posts. General Administration Department shall issue orders creating supernumerary posts duly following the usual procedure prescribed for creation of such supernumerary posts.

9. Any supernumerary posts created shall continue till such time a regular vacancy arises subject to rotation of roster and the supernumerary post so created shall automatically cease.

10. This order issues with the concurrence of the Finance and Planning (FW.Exp.HG) Department vide their U.O.No.G91-05-225/1025/A2/PRC.I/91-1, dt.29.6.1991.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

K.V.NATARAJAN
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

MemoNo.535/Ser.A/91-1 Dated 31 July, 1991

Sub:- Establishment - Khammam District - Certain Unit Officers requesting for providing job to the dependents of the deceased Government employees on compassionate grounds - Clarification requested - Reg.

Ref: From the District Collector, Khammam Lr.Rc.No.A2/570/91, dt.1-2-1991.

* * *

Each of the points referred to by the District Collector, Khammam in his letter cited, are clarified hereunder.

(1) (2)	Whether the Collector of the District can maintain (Dist.Pool) a list of applications of dependents of deceased employees of several units for appointing them in the vacancies of other departments of the District; Which posts and departments comes under the control of the Collector of District for appointing the dependents on receipt of the proposals from several Unit Officers in accordance with Government Memo No.331/Ser.A/90-1, dt.15.3.1990;	According to the orders issued in G.O.Ms.No.427, G.A.(Ser.A) Department, dt.1-7-91 the District Collector is the nodal authority to allot the eligible dependents of deceased Government servants to any Department under the control of the Collector for issue of appointment orders. According to the Presidential Order, 1975, the District Cadre posts will be under the control of the District Collector in all the State Government Departments and he will allot eligible applicants under compassionate grounds to the Departments wherever vacancies Exist.
(3)	Whether the Jr.Assistant or similar posts of other Departments which are vacant can be filed up by the	The appointment of the dependents of the deceased Government employees need not be linked up with the

	dependents of the deceased employees instead of kept vacant for absorption of the (surplus) Village Assistants as instructed in Govt. Memo.No.1489/Ser.A/90-2 dt.24.9.1990.	absorption of the surplus employees, since the scheme of compassionate appointments is to provide immediate relief to the families in distress.
(4)	The dependents of the employees who died in harness have to be given appointment. The word "harness" has not been defined. I request, clarification whether the dependent of the deceased employees who is having a house and land have also to be given appointment in Government Service.	The Scheme of compassionate appointments has been introduced by the Government with a view to provide immediate relief to the dependents of the deceased Government employees who die in harness. That means, the employee died while in service. It is for the appointing authority/the District Collector to decide based on various sources available, whether the family or dependents of the deceased employees are able to secure livelihood based on the property available with them and to consider the applications for appointment on merits.

V.V.SATYANARAYANA
SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services - Subordinate Services - Scheme of compassionate appoints to the dependents of deceased Government employees-Further instructions Issued.

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

G.O.Ms.No.612 Dated the 30th October, 1991

Read the following:-

1. G.O.Ms.No.687, General Administration (Ser.A) Dept., dated 3rd October, 1977.
2. Memo. No.618/Ser.A/78-11, G.A.D., dated 17th December, 1979.
3. Memo No.504, G.A.(Ser.A) Dept., dt.30.7.1980.
4. Memo No.2047/Ser.A/83-1, General Administration Department, dated 10-10-1983.

* * *

ORDER :

The G.O. first read above lays down the procedure to be followed in providing immediate permanent relief to the family of a Government employee who dies in harness by appointing his son/daughter/spouse without the media of Employment Exchange, subject to certain conditions specified therein as also in various orders issued form time to time, as a social security measure. Certain points raised subsequently regarding relaxation of educational qualifications, age for appointment and the time limit for submission of applications etc., have been clarified in the Memo second read above. Instructions have also been issued in the Memo fourth read above that no application for relaxation of any of the conditions in respect of appointment of the dependents of deceased Government servants to the posts other than the posts in the Last Grade Service should be entertained.

2. Inspite of the above instructions, certain types of cases are being referred to General Administration (Services) Department either for clarification or for relaxation of the conditions stipulated in the orders governing the appointments made under the social security scheme as also under the medical invalidation scheme formulated in the G.O. third read above. The Government have examined these cases and the following orders are issued in modification of orders issued from time to time wherever they are inconsistent with those orders:-

(i) The younger brother/sister of the deceased Government servant who remained unmarried can be considered for appointment under the scheme, provided there is no other earning member in the family. The cases which came up for consideration earlier need not be re-opened.

(ii) The adopted son or daughter of the deceased Government Servant may be considered for appointment, if the adoption had taken place legally, atleast five years prior to the date of demise of the Government Servant.

(iii) Where one deceased employee does not have any male child but leaves behind him a married daughter and an unmarried minor daughter, the choice of selecting one of them for appointment under the social security scheme shall be left to the mother.

(iv) If the dependents of the deceased employees are eligible to be considered for any category of post whose pay is equal or less than that of Junior Assistant (L.D.C.) and if they satisfy the qualifications and physical standards prescribed for such posts, they can be considered for posts such as, Police Constable in Home Department, Excise Constable in Excise Department, Helper Grade-I and II in Forest Department, Leading Fireman/Fireman in Fire Service Department etc., In any case, no dependent of the deceased Government employee possessing higher qualifications prescribed for the posts of Assistant Engineers, Assistant Executive Engineers, Civil Assistant Surgeons etc., shall be considered for

appointment to post carrying higher scale of pay such as Assistant Engineers, Assistant Executive Engineers, Civil Assistant Surgeons etc.,

Since the clerical posts in Education Department/Educational Institutions are a few, the dependents of deceased employees can also be considered for the lowest teaching post i.e., posts at present carrying a scale of pay of Rs.1010-1800, in the Education Department/Educational Institutions, if they satisfy the qualifications prescribed under the rules to hold such posts.

(v) As the object of the social security scheme is to give immediate relief to the distressed family of the deceased Government employee, a minor who does not attain majority within two years as specified in Government Memo No.618/Ser.A/78-11, General Administration Department, dt.17-12-1979 after the demise of the Government employee, shall not be considered for appointment. In such cases it is decided to grant ex-gratia to the widow/dependent of the deceased employee. Orders regarding quantum of ex-gratia will be issued separately.

(vi) In cases where , Diploma holders who do not possess minimum educational qualifications for appointment as Junior Assistants and who have sought appointment as Junior Assistant are exempt from possessing minimum general educational qualifications, provided the duration of study to acquire such qualifications, (i.e., Diploma) is equivalent to or longer than that Intermediate.

(vii) Where typewriting in English (Higher) and Telugu (Higher) is an essential qualification for appointment to a post, the candidates who do not possess those qualifications may be considered for appointment to such categories of posts subject to the condition that they should acquire such qualifications within two years after such appointment.

(viii) The minimum qualification required to hold the post of Junior Assistant in the Heads of Departments/Directorates is Degree and in Subordinate Offices Intermediate. The candidates for compassionate appointment who do not possess the said qualifications can be considered for appointment if they possess atleast

Intermediate/Tenth Class qualification respectively, by giving reasonably time to acquire higher qualification prescribed under rules to hold such posts.

3. This order shall come into force with immediate effect.

4. The Government also direct that the present scheme of compassionate appointment of spouse/son/daughter of a Government servant who retire on medical invalidation shall continue without any modification and the orders referred to in the above paras shall not apply to the cases off compassionate appointments on medical invalidation.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

K.V.NATARAJAN
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services - Employment to the Spouse and dependent children of deceased Government employee who die in harness - Streamlining of procedure - Posts such as Clerks, Typists, Steno-typists and other lower categories - Powers to create supernumerary posts - Delegated - Further instructions - Issued.

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

G.O.Ms.No.533, Dated the 5th Sept., 1991

Read the following:-

G.O.Ms.No.427, Genl. Admn. (Ser.A) Deptt., dt.1.7.1991.

* * *

ORDER :-

According to G.O. read above, the Collector of the concerned District is the nodal authority to allot the eligible dependents of the deceased Government employees who die in harness to any Department of the District for appointment. It was ordered therein that, the District Collector concerned shall have the power to create supernumerary posts not exceeding five in number in a financial year when there are no vacancies in any of the Government Departments in the concerned District.

2. As regards Heads of Departments in the twin cities of Hyderabad and Secunderabad, General Administration Department shall be the coordinating nodal agency to allot the eligible dependents of the deceased Government employees to any of the Heads of Department for appointment. The General Administration Department will monitor all such cases and issue necessary orders wherever necessary for creation of supernumerary posts and allot the eligible dependents of the deceased Government employees to any office of any Head of the Department in the twin cities of Hyderabad and Secunderabad where there is a vacancy.

3. It is since decided that this monitoring and coordination, creation of supernumerary posts etc., in the Office of the Heads of Departments in the twin cities of Hyderabad and Secunderabad for accommodating the dependents of the deceased Government employees who die in harness, shall be done by the General Administration (I.C.) Department.

4. All the Heads of Departments in the twin cities of Hyderabad and Secunderabad are therefore requested to refer the cases to General Administration (I.C.) Department for allotment of candidates and for creation of Supernumerary posts. They are also requested to furnish to General Administration (I.C.) Department the number of vacancies available in their offices with particulars relating to reservation under rule 22 of the Andhra Pradesh State and Subordinate Services Rules.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

K.V.NATARAJAN
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

Memo.No.42/Ser.A/92-1, Dated : 6-2-1992.

Sub:- Public Services - Employment to the spouse and dependent children of deceased Government Employees who die in harness - Streamlining of procedure-posts such as Clerks, Typists, Steno-Typists and other lower categories - Powers to create supernumerary posts not exceeding five in a financial year in each District - Clarification Issued.

Ref:-1. G.O.Ms.No.427, G.A. (Ser.A) Dept., dt.1.7.1991.

2. From the Commissioner, Technical Education Lr.No.F3/35570/89, dt.10.1.1992.

* * *

With reference to the letter 2nd cited, the Commissioner, Technical Education is informed that according to the orders issued in pars 3 and 8 of G.O.Ms.No.427, General Administration (Ser.A) Department, dt.1.7.91 all the District Heads and Heads of Offices in the District concerned are requested to notify the vacancies as and when they occur, in their offices, to the District Collectors concerned and inform about the applications received from the deceased spouse and dependent children of deceased Government employees found eligible and forward the same to the District Collector with his remarks. The District Collector will monitor all such cases and issue orders wherever necessary allotting the eligible spouse/children of the deceased employee in any vacancy in any department in the District. Similarly in respect of Heads of Departments in the twin cities, General Administration Department will monitor all such cases and issue necessary order, allotting the candidates wherever necessary.

2. In view of the above orders, all the vacancies have to be notified to the District Collectors concerned/General Administration Department as the case may be, for consideration and alloting the eligible dependents of the deceased employees in any vacancy in any Department in the District/Heads of the Department, respectively. The appointing authority or the Head of the Department is competent to make

compassionate appointment of the dependents of the deceased employee based on the orders of allotment of candidates made by the nodal agency i.e., Collector/General Administration Department as the case may be.

3. The orders issued in the G.O. first cited are not applicable to the scheme of compassionate appointment of the spouse/son/daughter of an employee who retire on medical invalidation.

V.V.SATYANARAYANA
SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

Memo.No.635/Ser.A/92-2, Dated :10-6-1992.

Sub:- Public Services - Employment to the spouse/dependent children of deceased Government Employees who die in harness deceased teaching and non-teaching staff of Zilla Parishad - Certain Clarification - Requested - Reg.

Ref:-1. G.O.Ms.No.427, G.A. (Ser.A) Dept., dt.1.7.1991.

2. From the District Collector, Guntur Lr.No.9549/90-Exams, dt.30.11.1991.

* * *

With reference to the letter 2nd cited, the District Collector, Guntur is informed that the employees of the Zilla Praja Parishads, Mandal Praja Parishads and Gram Panchayats including teaching staff, whose services have been provincialised, come under the purview of the orders issued in G.O. first cited. The G.O. does not apply to the employees working in Agricultural Marketing Committees, Municipalities.

K.A.V. SIVARAM SARMA
JOINT SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

Memo.No.747/Ser.A/92-2, Dated: 5-9-1992

Sub:- Public Services - Appointments on compassionate grounds - Certain Clarifications - Reg.

Ref:-1. Nicnet Message from Collector, Vizianagaram Rc.No.10198/91/A3, dt.3.7.1992.

2. From the D.G.&I.G.P., Rc.No.218/R&T/G1/1992, dt.18.7.1992.

* * *

With reference to the letters cited, the District Collector, Vizianagaram is informed that, as per the orders issued in G.O.Ms.No.349, G.A.(Ser.A) Department dt.12-6-1986 the cases of appointment of dependents of deceased Government employees to the posts included in Last Grade Service involving relaxation of age, educational qualifications etc., contemplated in Memo.No.2047/Ser.A/83-10, dt.10-10-1983, need not be referred to Government. The appointing authorities are authorised to make purely temporary appointments to be regularised only after relevant rules are relaxed by the concerned Heads of the Departments.

2. The proposal of the Superintendent of Police, Vizianagaram recommending such relaxation in as many as four cases at a time does not seem to be in keeping with the above mentioned instructions. Further, the orders issued in G.O.Ms.No.427 Genl. Admn (Ser.A) Department dt.1-7-1991 authorising District Collector to create only 5 supernumerary posts in a year and requires him to seek Government permission if need for any additional supernumerary posts arises. Necessity for creation of supernumerary posts will arise only when vacancies are not available in the offices of any Government Departments located in the District. It is reported in

the instance case that vacancies are available in other Departments. In that case, there is no need to create supernumerary posts. The spouse of the deceased can be appointed temporarily in the vacancies available in other Departments, subject to obtaining necessary relaxation for the age etc., from the Head of the Department concerned.

K.A.V.SIVARAMA SARMA,
JOINT SECRETARY TO GOVERNMENT.

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

Memo.No.1094/Ser.A/92-1, Dated : 23-12-1992.

Sub:- Public Services - Compassionate appointment of spouse of deceased Government Servants to the posts in Junior Assistant Cadre - Observation of upper age limit - Certain clarification - Requested - Regarding..

Ref:- Lr.Rc.No.A7/6968/92, dt.7.11.1992 from Collector and District Magistrate, Krishna, Machilipatnam.

* * *

G.O.Ms.No.687, General Administration (Ser.A) Department, dated 3-10-1977, stipulated, among other things that the temporary appointment of a spouse or a child of a deceased Government servant can be considered for regular appointment without subjecting them to the normal process of the recruitment as provided in the relevant recruitment rules provided such family members of the deceased Government servant satisfy other conditions of recruitment prescribed in the rules such as age and educational qualification. Subsequently in Government Memo No.618/Ser.A/78-11, G.A.D. dated 17-12-1979 it was clarified among other things, that if the eligible children of the deceased Government servants are minors his/her spouse may seek employment under this scheme and in such cases no upper age limit need be prescribed. In Government Memo No.2047/Ser.A/83-1, G.A.D. dated 10-10-1983 while issuing a clarification in regard to compassionate appointments to the Last Grade Service, it was mentioned that no application for relaxation of any of the conditions mentioned in G.O.Ms.No.687, General Administration (Ser.A) Department, dated 3-10-1977 in respect of appointment of

dependents of deceased Government servants to posts other than the posts in the Last Grade Services, should be entertained.

2. Referring to the above instructions of the Government the Collector, Krishna has now sought for a clarification whether to upper age limit need to observed in the case of compassionate appointment of spouse of the deceased Government servant to the post of Junior Assistant/Typist or Record Assistant Cadre.

3. It is clarified that the spouse of the deceased employee may be appointed initially on temporary basis by the appointing authority after being allotted by the nodal agency concerned and if such an appointment requires relaxation of age, necessary proposal should be sent to the administrative department concerned in Government for taking further action for relaxation of the age rule.

D.AURORA
CHIEF SECRETARY TO GOVERNMENT.

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services - Employment to the Spouse and dependent children of deceased Government employees who die in harness - Streamlining of procedure - Nodal Agencies to deal with the cases - Further instructions - Issued.

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

G.O.Ms.No.699, Dated the 15th Dec., 1992

Read the following:-

1. G.O.Ms.No.427, G.A. (Ser.A) Department, dt.1.7.91.

2. G.O.Ms.No.533, G.A. (Ser.A) Department, dt.5.9.91

3. From the Chief Engineer, Nagarjunasagar Project Lr.No.E.IV/4457/B/81, Vol.V, dt.4.7.1992.

* * *

ORDER:

Orders have been issued in the G.O. first read above, among others, making the Collector of the concerned District as the nodal agency to allot the eligible dependents of the Government employees who die in harness, to any department in the district for issue of appointment orders. All the District Heads and Heads of Officers in the District concerned have been requested to notify the vacancies as and when they occur in their offices to the District Collectors concerned, who will monitor all such cases and issue orders wherever necessary allotting the eligible spouse/children in any vacancy in any department in the District. In the case of Heads of Departments in the twin cities of Hyderabad and Secunderabad it was ordered that General Administration (I.C.) Department shall be the co-ordinating nodal agency to allot the eligible dependents to any of the Heads of the Department for issue of appointment orders.

2. A question has arisen as to who will be the nodal agency to deal with the cases relating to compassionate appointment to the dependents of the deceased Government employees in the Office of the Heads of Departments as in the case of Chief Engineer, Nagarjuna Sagar Project, Chief Engineer, Telugu Ganga Project situated out side the Twin Cities of Hyderabad and Secunderabad.

3. The Government, after careful consideration, have decided that in respect of Heads of Departments, which are located outside the Twin Cities of Hyderabad and Secunderabad, the District Collector concerned shall be the nodal agency to deal with the cases of compassionate appointment of the dependents of the deceased Government employees. All the Heads of Departments situated outside the Twin Cities of Hyderabad and Secunderabad are, therefore, requested to notify the vacancies as and when they occur in their offices to the District Collectors concerned. They are also requested to forward applications from the eligible spouse/children of the deceased employees belonging to their offices, the District Collectors concerned with their remarks. The District Collector will monitor all such cases and issue orders allotting the eligible spouse/children of the deceased employees in any vacancy in any department in the District.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

D.AURORA
CHIEF SECRETARY TO GOVERNMENT.

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services - Subordinate Services - Scheme of compassionate appointments to the dependents of deceased Government employees - Quantum of Ex-gratia - Orders issued.

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

G.O.Ms.No.59, Dated the 5th Feb., 1993

Read the following:-

1. G.O.Ms.No.687, G.A. (Ser.A) Department, dt.3.10.1977.
2. Memo No.618/Ser.A/78-11 G.A.D. dt.17.12.1979.
3. G.O.Ms.No.504, G.A.(Ser.A) Dept., dt.30.7.1980.
4. Memo No.2047/Ser.A/83-1, G.A.D., dt.10-10-1983.
5. G.O.Ms.No.612, (Ser.A) Dept., dt.30.10.1991.

* * *

ORDER:

In pursuance of the decisions taken in the meeting convened by the Chief Minister on 26-9-1991 regarding review of compassionate appointments of the dependents of the deceased Government employees, orders were issued in the G.O. fifth read above, effecting certain modifications to the existing procedure and extending the scheme to certain categories of posts. It was ordered therein that, a minor who does not attain majority within two years as specified in Government Memo No.618/Ser.A/78-11, G.A.D. dt.17-12-1979, after the demise of the Government employees, need not be considered for appointment and in such case it has been decided to grant Ex-gratia to the widow/dependent of the deceased employee for which orders would be issued separately.

2. Government have examined the quantum of Ex-gratia to be paid to the distressed family of a deceased employee where the relief by way of appointment of the dependents cannot be considered. In such a cases, Government direct that the widow, dependent of the deceased employee, as the case may be, granted Ex-gratia by the concerned appointing authority as indicated below.

Class-IV employees	.....	Rs.20,000/-
Non Gazetted Officers	.....	Rs.30,000/-
Gazetted Officers	.....	Rs.40,000/-

3. Government direct that the Ex-gratia mentioned above should be sanctioned, only in cases of death in harness and where the family has no other earning member in the family and no suitable person for appointment under the scheme of compassionate appointments is available. The children should be minors and the spouse/or any other dependent does not avail compassionate appointment.

4. The amount should be drawn and disburse by the Drawing Officer of the concerned Office in which the deceased Government servant worked.

5. The expenditure shall be debited to the detailed head of account 090. Grants-in aid- 092. other Grants in aid under the concerned major, minor and sub head of account to which the pay and allowances of the deceased employee concerned were debited.

6. These orders shall come into force from the date of issue of orders in G.O.Ms.No.612, General Administration (Ser.A) Department, dated 30-10-1991. Government also direct that earlier cases shall not be entertained under any circumstances.

7. This order issues with the concurrence of Finance and Planning (Finance Wing) Department vide U.O.No.G-92-12-074/967/A1/BG/92, dt.28-1993.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

D.AURORA
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

Memo.No.925/Ser.A/92-1, Dated : 18-2-1993

Sub:- Public Services - Scheme of Compassionate appointments of the dependents of the deceased State Government employees - Delays in processing cases - Avoidance - Further Instructions - Issued.

* * *

It has been brought to the notice of the Government by the President and General Secretary Non Gazetted Officers Association that eventhough the Government delegated powers to the Collectors for creation of supernumerary posts for the appointment of the Dependents of the deceased Government Servants there were delays in processing the cases and issuing orders appointing the dependents of the deceased employees. It has also been stated that there are inordinate delay in Adilabad and Nizamabad Districts. As the delays in processing and issuing appointment orders to the dependents of the deceased employees would defeat the very purpose of the scheme of providing immediate relief to the distressed families. The District Collectors are requested to ensure that these cases are given top priority and appointments are made as quickly as possible. They are also requested to send a monthly report to Government indicating the reasons for delay if any, in not disposing of the cases within a month from the date of receipt of application. These reports should reach the Government in General Administration (Ser.A) Department **before 10th of the succeeding month** and should contain the full details of the number of cases pending at the beginning of the month fresh cases received and disposed by the end of the month and reasons for the pendency if any, for more than one month. To start with the report for the month of February, 1993 may be sent to Government by 10.3.1993.

A.R. JAYAPRAKASH
SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services - Employment to the spouse and dependents children of deceased Government Employees who die in harness - Powers of appointment to the appointing authorities - Revised orders - Issued.

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

G.O.Ms.No.215, Dated the 8th April, 1993

Read the following:-

1. G.O.Ms.No.427, G.A. (Ser.A) Department, dt.1.7.1991.
2. G.O.Ms.No.533, G.A.(Ser.A) Dept., dt.5.9.1991.

* * *

ORDER:

With a view to provide immediate relief to the family of a Government Employees who dies in harness and also to avoid a situation where there are vacancies in some departments, while the eligible dependent cannot be appointed for want of vacancies in the department concerned, Government have decided to have a Central Agency to co-ordinate such appointments by utilising vacancies in the various Departments. Accordingly, orders were issued in the G.O. first read above, making the Collector of the concerned District as the nodal authority to allot eligible dependents to any department for issue of appointment orders. All the District Heads and Heads of Offices in the District concerned were requested to notify the vacancies as and when they occur in their offices to the District Collector concerned. They were also requested to inform about the applications received from the deceased

spouse/children found eligible and forward the same with their remarks to the District Collector who will monitor all such cases and issue orders wherever necessary allotting the eligible spouse/children in any vacancy in any department in the District. The Collectors were also delegated with the power to create supernumerary posts not exceeding five in a financial year in each district for accommodating the dependent of the deceased employees.

2. In respect of the Heads of Departments in Twin Cities of Hyderabad and Secunderabad, for monitoring co-ordination and creation of supernumerary posts etc., for accommodating the dependents of the deceased Government employee orders were issued in G.O. 2nd read above making the General Administration (I.C.) Department as the nodal agency.

3. The General feeling regarding the working of the scheme is that Centralisation ordered in the G.Os. Ist and 2nd read above is resulting in delays in making appointments even in normal cases where there are vacancies and the eligible dependents could be appointed straight away with reference to their qualifications. The Service Associations have also represented that the power now vested with the District Collector for making allotment of the compassionate appointments is not working well and therefore requested that the Head of the Departments and the appointing authorities may be vested with the power to make such appointments by themselves instead of processing the cases through the channel of the District Collector.

4. Government have carefully examined the matter and decided that in normal cases where there are vacancies and the eligible candidates could be appointed straight away such cases need not be referred to the nodal

authority. Accordingly **in partial modification of the orders issued in the G.Os. first and second read above,** Government issue the following orders.

(i) Where a vacancy is available and in eligible dependent could be appointed in such a vacancy with reference to his qualifications and subject to provisions of rule of reservation, the appointing authority may appoint him straightaway and duly intimate the fact to the District Collector/General Administration (I.C.) Department, as the case may be.

(ii) In cases where there is no vacancy or the dependent cannot be appointed even if a vacancy is available as he is not qualified to hold such post or as the vacancy is meant for Scheduled Castes/Scheduled Tribes/Backward Class candidate, the appointing authority shall report the vacancy. While forwarding the application of the eligible dependent to the nodal authority for appointment to any vacancy in the district/in the twin cities as the case may be.

(iii) There may be few cases, where an application is received from an eligible dependent of a deceased Government employee (viz., in respect of cases covered by item (i) above) after the appointing authority has notified a vacancy to the nodal authority. In such cases, the appointing authority should immediately report of that claim of the dependent to the Collector/Genl. Administration (I.C.) Department and make such appointment only after obtaining clearance from the Collector/ Genl. Administration (I.C.) Department, as the case may be such appointments shall not be made without reference to the Collector/Genl. Admn. (I.C.) Department under only circumstances.

5. Government consider, that the reporting of the vacancies by the authorities concerned and as well as the appointments made under the

scheme should be properly regulated and monitored. The appointing authorities should furnish a monthly report of the vacancies existing in their offices along with the details of the applications received from the dependents of the deceased and forwarded to the nodal authority in the format appended to this order to the District Collector/General Administration (I.C.) Department as the case may be. The Nodal Agency should furnish the consolidated information as in part-I of the former to the Genl. Admn. (Ser.A) Department by **10th of the succeeding month.**

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

D.AURORA
CHIEF SECRETARY TO GOVERNMENT

STATEMENT OF VACANCIES REPORTED TO THE COLLECTOR/G.A. (I.C.) DEPARTMENT AS ON _____

(IN TERMS OF G.O.Ms.No.215, G.A. (SER.A) DEPT., Dt.8-4-1993

Name of the Department/Office :

PART - I

STATEMENT OF VANCACIES

Sl.No.	Category	Total No.of vacancies					Reasons for posts remaining vacant and whether the vacancies have been notified to the appropriate recruiting agency.	Whether any application (s) for compassionate appointment(s) pending, if so the date (s) of such application(s).	Remarks
		OC	SC	ST	BC	Total			
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
1.	Jr. Asst.								
2.	Class IV								
3.	Others (Specify category)								

P.T.O. for Part -II

PART-II PROPOSALS FOR PLACEMENT/INTIMATION REGARDING APPOINTMENT OF BENEFICIARY

Sl.No.	Name of the deceased employee or employee retired on **medical invalidation post** held Date of demise/retirement on medical invalidation.	Name of the **beneficiary** post for which the beneficiary **is qualified** date of application made for compassionate appointment.	Whether the beneficiary can be appointed to on existing vacancy by the appointing authority himself, subject to provisions of rule of reservation.	The date on which the vacancy was utilised for appointing the beneficiary and the date on which the fact of utilising vacancy was intimated to the Collector/G.A. (I.C.) Department.	In case the beneficiary cannot be accommodated in the Office/unit for want of an appropriate vacancy, the date on which proposals for his placement were notified to the Collector/G.A. (I.C.) Department.	Remarks
1.	2.	3.	4.	5.	6.	7.
			Certified that the appointment made as at Column 6 above, is strictly in confirmity with the existing instructions and that the vacancy/appointment has been intimated to the Employment Exchange concerned in accordance with the instructions issued in G.O.Ms.No.687, G.A. (Ser.A) Dept., dt.3.10.1977.			

Signature & Designation of the appointing authority

GOVERNMMENT OF ANDHRA PRADESH
ABSTRACT

Public Services – subordinate services – scheme of compassionate appointments to the dependents of deceased Government employees – certain clarification – issued.

GENERAL ADMINISTRATION (SERVICES.A) DEPARTMENT

G.O.Ms.No.577 Dt. the 29th October, 1993.

Read the following :-

1) G.O.Ms.No. 612 G.A. (Ser.A) Dept., Dt. 30-10-1991.
2) From the Collector, Nizamabad Letter No. A2/2727/93, Dt.23-8-1993.

* * *

ORDER

In para 2(viii) of the G.O. first read above, it was ordered that the minimum qualification required to hold the post of Junior Assistant in the Heads of Departments/ Directorates is Degree and in subordinate offices Intermediate and that the candidates for compassionate appointment who do not possess the said qualification can be considered for appointment, if they possess atleast intermediates/ tenth class qualification respectively by giving reasonable time to acquire higher qualification prescribed under rules to hold such post.

2. In the reference 2nd cited, the Collector, Nizamabad has stated that a number of candidates are getting appointed as Junior Assistants with out possessing the minimum educational qualification and it is likely that they will not be able to acquire the Intermediate qualification within one year allowed for this purpose and that the posts of Junior Assistants are likely to be saddled with candidate who do not possess the minimum qualification. He has therefore, suggested that the practice of making such conditional appointments be reviewed.

3. Government have examined the above proposal. The minimum qualification required to hold the post of Junior Assistant in Heads of Departments/ Directorates and Secretariat is Degree while in sub-ordinate offices it is Intermediate. It is considered necessary to prescribe a time limit for acquisition of the minimum educational qualification prescribed under the rules to hold such posts by the candidates appointed under compassionate grounds.

4. Government accordingly direct that a minimum period of 3 years to acquire Intermediate qualification and 5 years for acquisition of Degree qualification be allowed in respect of candidates appointed to the posts of Junior Assistants in the subordinate offices and Heads of Departments and Secretariat Departments as the case may be, The period should be reckoned from the date of appointment of individual concerned.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

K.JAYABHARATH REDDY
CHIEF SECRETARY TO GOVERNMENT

GOVERNMMENT OF ANDHRA PRADESH
ABSTRACT

Public Services – subordinate services – scheme of compassionate appointments to the dependents of deceased Government employees – certain clarification – Amendment to para 4 of G.O.Ms.No.577 General Administration (SER.A) Department – Dt. 29-10-1993 – Orders – Issued

---

GENERAL ADMINISTRATION (SERVICES.A) DEPARTMENT

G.O.Ms.No.76 Dt. the 15th March, 1995.

Read the following :-

1. G.O.Ms.No. 612 G.A. (Ser.A) Dept., Dt. 30-10-1991.
2. G.O.Ms No.577, G.A. (Ser.A) Dept., Dt. 29-10-1993.
3. From the Commissioner of Land Revenue, Andhra Pradesh, Hyderabad Letter No. N1/581/94-1 Dt. 21-1-1995.

ORDER

The following amendment is issued in Para (4) of the G.O.Ms.No.577, General Administration (Ser.A) Department, Dt.29-10-1993.

AMENDMENT

The word **Minimum** occurring in para 4 of the G.O.Ms.No.577, General Administration (Ser.A) Department, Dt.29-10-1993 shall be deleted.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

M.S.RAJAEE
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
FINANCE AND PLANNING (FW. EBS.I) DEPARTMENT

Memo No.1078/A1/E.GAD.I/95 Dated 14.4.1995

Sub: P.S. - Employment to the spouse of one dependent children of the Government employer who die in harness streamlining of procedure – posts such as Clerks, Typists, steno-Typists and other lower categories powers to create supernumerary posts not exceeding five in financial year in each districts – further instructions – issued.

Ref: 1. G.O.Ms.No.127, G.A. (Ser.A) Dept., dated 1-7-1991.
2. G.O.Ms.No.533 G.A. (Ser.A) Dept., Dated 5-9-1991.

* * *

In the G.O. 1st cited, orders were issued authorizing all the District Collectors to create supernumerary posts not exceeding five in number in a financial year where there no vacancies in any of the Government Departments in the concerned District to accommodate the dependents of deceased Government employees wherever considered necessary. It was also indicated therein that in each such orders issued by the District Collector the number of supernumerary posts created so far in the financial year shall invariably be specified to ensure that the maximum of five is not exceeded.

2. According to the Government order second read above, order were issued directing that heads of Departments in the twin cities of Hyderabad and Secunderabad to refer the cases to G.A. (I.C) Department for allotment of candidates and for creation of supernumerary post for the said purpose.

3. As the position stands like this, some of the District Collectors are approaching the Government for delegation of more powers so as to create more than 5 supernumerary posts for accommodating all the children/ spouse of the deceased employees in the districts.

4. The matter has been further examined in detail keeping in view the provisions under sec.10(1) of the Act 2 of 1994, As per the said section no post shall be created without the previous sanction of the competent authority and no posts shall be filled in without the proper channel of recruitment. The provisions under Business rules also indicate that no posts can be sanctioned without the approval of the Council of Ministers. Further as the Collector in the nodal authority to allot any eligible dependent of the deceased employee to any of the Government Departments in the Districts creation of supernumerary post would arise only in an extreme situation where there are no such vacancies available in the District .

5. Government therefore decide to continue to existing arrangements as ordered in the Government orders 1st and 2nd cited.

R.P. AGARWAL
SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services – Subordinate Services Scheme of Compassionate appointment to the dependents of deceased Government Employees – Action to be taken against the candidates who fail to acquire the requisite qualification prescribed for the post within the stipulated time under the scheme of compassionate appointment certain clarifications – Issued.

GENERAL ADMINISTRATION (SERVICES.A) DEPARTMENT

G.O.Ms.No.969 Dt. The 27th October, 1995

Read the following :-

1. G.O.Ms.No. 612 G.A. (Ser.A) Dept., Dt. 30-10-1991
2. G.O.Ms No.577, G.A. (Ser.A) Dept., Dt. 29-10-1993
3. G.O.Ms. No. 76, G.A. (Ser.A) Dept., Dt. 15-3-1995

* * *

ORDER:

In para 2 (vii) of the G.O. first read above, it has been ordered that where Typewriting is an essential qualification to a post the candidates who do not possess these qualifications may be considered for appointment to such categories of posts under the scheme of compassionate appointments, subject to the condition that they should acquire such qualification within two years after such appointment. It was also ordered in para 2(viii) of the said G.O. that the minimum qualification required to hold the post of Junior Assistant in Heads of Departments / Directorates is a Degree and in subordinate offices Intermediate and the candidates for compassionate appointment who do not possess the said qualifications can be considered for appointment, if they posses atleast Intermediate / Tenth Class qualification respectively by giving reasonable time to acquire higher qualification prescribed under rules to hold such post.

2. Subsequently in G.O. Second and third read above, Government have directed that a maximum period of 3 (three) years to acquire Intermediate qualification and 5 (five) years to acquire Degree qualification be allowed in respect of candidates' appointed on compensation grounds to the posts of Junior Assistants in Subordinate offices and Heads of Departments and Secretariat as the case may be.

3. Several instances have come to the notice of the Government that Candidates who were appointed without possession the minimum Educational or Typewriting qualifications, under the scheme on compassionate appointment to the dependents of the deceased Government employees, have failed to acquire the requisite qualification within the stipulated period prescribed in the above said G.O.s and subsequently representing for extension of time limit to acquire such qualification.

4. Several proposals are also being received from subordinate offices to the Heads of Departments for granting extension of further time limit to acquire requisite qualification beyond the stipulated period. In turn, the Heads of Departments, in individual cases, are seeking clarification from the Government regarding the action to be taken against those candidates who failed to acquire requisite Educational or Typewriting qualification within the time stipulated, besides seeking permission to give extension of time to such candidates for acquiring the requisite qualification.

5. The Government after careful examination of the matter, hereby direct that in cases of dependent of the deceased Government employees, who do not possess the minimum Educational qualification or Typewriting qualification prescribed for the post to which they are appointed with a condition to acquire such requisite qualification within the stipulated period prescribed in the G.O.s. read above, fail to acquire such requisite qualification within that stipulated time, such candidates may be allowed / given a further period of 2 (two) more years over and the above the period prescribed in the G.O.s read above as grace period to acquire such requisite Educational or Typewriting qualification prescribed for the post to which they were appointed.

6. Government also direct that if the candidate concerned fails to acquire the requisite Educational or Type-writing qualifications even within the above extended grace period, then he/ she may be considered for appointment for a lower post such as an Attender where such educational or Typewriting qualification is not prescribed and accordingly he / she may be appointed in a lower post such as an Attender as if he/ she is a fresh candidate, after obtaining the willingness of the candidate. If he / she is not willing to take the lower post it shall be treated that there are no compelling reasons of poverty and such candidate be discharged from Service.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

M.S.RAJAEE
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services – Subordinate Services – Compassionate appointments to the dependents of the deceased Government Employees who die in harness – further instructions – issued.

GENERAL ADMINISTRATION (SERVICES A) DEPARTMENT

G.O.Ms.No.400 **Dated 12-9-1996.**

Read the following:-

1. G.O.Ms.No.687 G.A. (Ser.A) Dt. 3-10-1977.
2. Govt. Memo No.618/Ser.A/78-11 Genl. Admn. Dept., Dt.17-12-1979.
3. Govt. Memo No.1083/Ser.A/80-1 Genl. Admn. Dept., Dt.1-8-1980.
4. Govt. Memo No.1879/Ser.A/80-1 Genl. Admn. Dept., Dt.1-12-1980.
5. G.O.Ms.No.84, GA (Ser.A) Dept. Dt.17-2-1982.
6. Govt. Memo No.380/Ser.A/82-1 Genl. Admn. Dept., Dt.2-9-1983.
7. Govt. Memo No.2047/Ser.A/83-1 Genl. Admn. Dept., Dt.10-10-1983.
8. G.O.Ms.No.110 Genl. Admn. Dept., Dt.22-2-1984.
9. Govt. Memo No.113/Ser.A/86-1 Genl. Admn. Dept., Dt.7-3-1986.
10. G.O. Ms. No.259 Genl. Admn.(Ser. A) Dept., Dt.19-5-1986.
11. G.O. Ms. No.349 Genl. Admn.(Ser. A) Dept., Dt.12-6-1986.
12. Govt. Memo No.1345/Ser.A/87-4 Genl. Admn. Dept., Dt.30-11-1983.
13. G.O.Ms.No.165 Genl. Admn.(Ser. A) Dept., Dt.20-3-1989.

14. Govt. Memo No.331/Ser.A/90-1 Genl. Admn. Dept., Dt.15-3-1990.

15. Govt. Memo No.872/Ser.A/85-1 Genl. Admn. Dept., Dt.27-1-1986.

16. G.O.Ms.No.427 Genl. Admn.(Ser. A) Dept., Dt.1-7-1991.

17. G.O.Ms.No.533 Genl. Admn.(Ser. A) Dept., Dt.5-9-1991.

18. G.O.Ms.No.612 Genl. Admn.(Ser. A) Dept., Dt.30-10-1991.

19. Govt. Memo No.42/Ser.A/92-1 Genl. Admn. Dept., Dt.6-2-1992.

20. Govt. Memo No.635/Ser.A/92-2 Genl. Admn. Dept., Dt.10-6-1992.

21. Govt. Memo No.1094/Ser.A/92-1 Genl. Admn. Dept., Dt.23-12-1992.

22. G.O.Ms.No.699 Genl. Admn.(Ser. A) Dept., Dt.5-2-1993.

23. G.O.Ms.No.59 Genl. Admn.(Ser. A) Dept., Dt.5-2-1993.

24. G.O.Ms.No.577 Genl. Admn.(Ser. A) Dept., Dt.29-10-1993.

25. G.O.Ms.No.215 Genl. Admn.(Ser. A) Dept., Dt.8-4-1993

26. G.O.Ms.No.76 Genl. Admn.(Ser. A) Dept., Dt.15-3-1995.

27. G.O.Ms.No.969 Genl. Admn.(Ser. A) Dept., Dt.27-10-1995.

28. G.O.Ms.No.43 Genl. Admn.(Ser. A) Dept., Dt.7-2-1996.

ORDER :

In the G.O. first read above, orders have been issued for providing permanent relief to the family of a deceased Government Servant who dies in harness while in service by appointing his son/ daughter/ spouse to the posts the pay of which is equal or less than that of Lower Division Clerk (Junior Assistant) for which such dependents are eligible without the media of Employment Exchange, Andhra Pradesh Public Service Commission, subject to certain conditions specified

therein. Various orders have been issued from time to time on the scheme, as a social security measure. Further several clarifications/ instructions / guidelines and concessions have been issued from time to time on the scheme in the references second to twenty-eighth read above, regarding relaxation of certain rules like age, educational qualifications for appointments, the time limit for submission of application and eligibility etc., in order to implement the scheme of compassionate appointments to the dependents of deceased Government Employees is manageable terms and more effectively and to achieve the purpose for which the scheme is introduced. Instructions have been issued earlier in the Government memos third and seventh read above not to entertain cases which do not satisfy the criteria laid down in the scheme.

Government have reviewed the scheme of compassionate appointments to the dependents of deceased Government Employees who die in harness and have decided that the proposals for providing appointments to the dependents of deceased Government Employees which are totally in conformity with the existing instructions on the scheme should only be considered and no case of relaxation of any of the conditions stipulated in the scheme shall be entertained.

Accordingly, Government direct that the proposals for providing compassionate appointments to the dependents of deceased Government Employees which are totally in conformity with the existing Government instructions on the scheme should only be considered and no cases which a re in deviation of the order / instructions/ guidelines issued in the references cited should be proposed for any relaxation whatsoever. All the departments of Secretariat/ Heads of Departments / District Collectors etc., are therefore requested to adhere to the existing instructions and guidelines issued from time to time on the scheme while considering compassionate appointment to the dependents of the deceased Government Employees, strictly without any

deviation. They are also directed not to entertain the requests for compassionate appointments in cases which do not conform to the conditions stipulated in the scheme from time to time, as no application for relaxation of any of the conditions stipulated under the scheme is proposed to be entertained by Government.

All the Departments of Secretariat / Heads of Departments and District Collectors shall follow these instructions scrupulously and also issue instructions to their sub-ordinate authorities to scrupulously follow the above instructions.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

M.S.RAJAEE
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.A) DEPARTMENT

Memo No.14102/Ser.A/96-1 **Dated 26-11-1996**

Sub: Public Services-Subordinate Services - Compassionate appointments to the dependents of the deceased Government Employees who dies in harness - Reg.

Ref: 1. G.O.Ms.No.400, G.A. (Ser.A) Dept., Dt. 12-9-96.
2. From the District Collector, Kurnool, Fax Message No. Rc./A7/5393/96, Dt.22-11-96.

* * *

The attention of the District Collector, Kurnool is invited to his letter cited and he is informed that in the G.O. first cited it has been ordered that the proposals for providing appointments to the dependents of the deceased Government Employees which are totally in confirmity with the existing instruction only to be considered. It has also been directed therein to adhere to the existing instructions and guidelines issued from time to time on the scheme while considering the compassionate appointments under the scheme strictly without deviation and not to entertain the requests for compassionate appointments in cases which do not conform to the conditions stipulated in the scheme from time to time. As such the clarifications / instructions / guidelines and concessions issued from time to time in the orders referred to in the G.O. first cited are in vogue and they are not superseded by the G.O. first cited.

N.V.H. SASTRY
SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.A) DEPARTMENT

Memo No.20908/Ser.A/96-2 **Dated 6-1-1997**

Sub: Public Services- Compassionate appointments - Filling up of backlog vacancies of S.Cs. - Further clarifications - Issued - Reg.

Ref: 1. Govt. U.O. NOte No. 16937/ L2/95-35, Social Welfare (L2) Dept., Dt.14-9-96.

2.From the District Collector, Guntur, Fax Message No. Rc./9920/95/E1/Exams Dt. 9-12-96.

* * *

The attention of the District Collector, Guntur is invited to his Fax Message second cited and he is informed that the instructions issued in the U.O. Note first cited to keep the selection process for filling up of backlog S.C. vacancies till further order are not applicable to the appointments made under the Scheme of Compassionate appointments to dependents of deceased Government Employees who die in harness as well as to the dependents of Government Employees who retire on Medical Invalidation.

2. This memo, issues with the concurrence of Social Welfare Department vide their U.O. No. 27710/ L2/96-1 Dt. 1-1-97.

N.V.H. SASTRY
SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Service - Subordinate Services - Scheme of Public Services - Subordinate services - Scheme of Compassionate to the departments of deceased Government Employees who die in harness -Conditional Appointments to the candidates who do not posses minimum Educational/Typewriting qualifications to hold he post -Further Order - Issued.

GENERAL ADMINISTRATION (SER-A) DEPARTMENT

G.O.Ms.No.60 **Dated: 11-2-1997**

Read the following:

1. G.O.Ms.No.612, G.A. (Ser-A) Dept., dt. 30-10-91.
2. G.O.Ms.No.577, G.A. (Ser-A) Dept., dt. 29-10-93.
3. G.O.Ms.No.76, G.A. (Ser-A) Dept., dt. 15-3-95.
4. G.O.Ms.No.969, G.A. (Ser-A) Dept., dt. 27-10-95.
5. G.O.Ms.No.400, G.A. (Ser-A) Dept., dt. 12-9-96.

***

O R D E R:

In para 2 (vii) of the G.O. first read above, it has been ordered that where typewriting is an essential qualification to a post, the candidates who do not possess the qualifications may be considered for appointment to such categories of posts under the scheme of compassionate appointments, subject to the condition that they should acquire such qualification within two years after such appointment. It was also

ordered in para 2((viii) of the said G.O. that the minimum qualification required to hold the post of Junior Assistant in Head of Department/Directorates is a Degree and in subordinate Offices, Intermediate and the candidates for compassionate appointment who do not possess the said qualifications can be considered for appointment, if they possess atleast Intermediate/Tenth Class qualifications respectively by giving reasonable time to acquire higher qualification prescribed under rules to hold such post.

2. Subsequently in G.Os. Second and third read above, Government have directed that a maximum period of (3) three years to acquire Intermediate qualification and 5 (Five) years to acquire Degree qualification be allowed in respect of candidates appointed on compassionate grounds to the posts of Junior Assistants in subordinate Offices and Heads of Departments and Secretariat as the case may be.

3. Further in the G.O. fourth read above, Government have directed that in case of Dependents of the deceased Government employees, who do not possess the minimum Educational qualification of typewriting qualification prescribed for the posts to which they are appointed within condition to acquire such requisite qualification within stipulated period prescribed in the G.Os. first to third read above, fail to acquire such requisite qualification within that stipulated time, such candidates may be allowed/given a further period of (2) two more years over and above the period prescribed in the G.Os. first to third red above as a grace period to acquired such requisite education or Typewriting qualification prescribed for the post to which they were appointed. It has also been directed therein that if the candidate concerned fails to acquire the requisite Educational or Typewriting qualifications even within the above extended grace period, then he/she may be considered for appointment for a lower post such as an Attender where such Educational or Typewriting qualification is not prescribed and accordingly he/she may be appointed in lower post such as an

Attender as if he/she is a fresh candidate after obtaining the willingness of the candidate. If he/she is not willing to take the lower post it shall be treated that there are no compelling reasons of poverty and such candidate be discharged from service.

4. Government had an occasion to consider issue of orders to place such of those candidates on probation, who are appointed conditionally on compassionate grounds to acquire requisite Educational/typewriting qualifications within stipulated period, under the scheme of compassionate appointments to the dependents of deceased Government Employees who die in harness, either from the date of their initial appointment or from the date of passing the examination, after the acquired the requisite qualification within the stipulated period including the extended grace period provided in the G.O. fourth read above.

5. The Government after careful examination hereby direct that the candidates appointed conditionally, form 30-10-1991 i.e., from the date of issue of the G.O.Ms. No.612, General Administration (Ser-A) Department, dt. 30-10-1991 order the scheme of compassionate appointments to the dependents of deceased Government Employees, with a condition to acquire the minimum Educational/ typewriting qualification, prescribed for the post to which they are appointed within the prescribed periods, shall be temporary to start with and their services shall be regularised duly placing them on probation from the date of their initial appointment, if they acquire the requisite Educational/Typewriting qualifications prescribed for the post, to which they are appointed within the prescribed periods shall be temporary to start with and their services shall be regularised duly placing them on probation from the date of their initial appointment, if they acquire the requisite educational or typewriting qualification prescribed for the post, to which they are appointed within the prescribed periods specified in the G.Os. first to fourth read above.

6. Government also direct that if the candidates appointed conditionally under the scheme of compassionate appointments fail to acquire the requisite Educational/typewriting qualifications even within the extended grace period provided in the G.O.Ms.No. 969, G.A. (Ser-A) Department, dt. 27-10-1995 then action shall be taken against such candidates as per the orders issued in para (6) of the said G.O.Ms.No.969, G.A. (Ser-A) Department, dt.,27-10-1995.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

M.S. RAJAJEE,
CHIEF SECRTARY TO GOVERNMENT.

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SER-A) DEPARTMENT

G.O.Ms.No.34830/Ser-A/97-1 **Dt: 19-8-1997**

Sub:- Public Services - Subordinate Services - Scheme of compassionate appointments to the dependents of deceased Govt. Employees - Certain Clarification.- Reg.

Ref:- 1. G.O.Ms.No.687, G.A. (Ser-A) Dept., dt. 3-10-77.
2. G.O.Ms.No.612, G.A. (Ser-A) Dept., dt. 30-10-91.
3. G.O.Ms.No.577, G.A. (Ser-A) Dept., dt. 29-12-93.
4. G.O.Ms.No.400, G.A. (Ser-A) Dept., dt. 12-9-96.
5. Govt.Memo.No.14102/Ser-A /96-1, GAD, dt. 26-11-96.
6. From the Dist. Collector, Karimnagar Lr.No. A2/7387/95, dt.4-3-97.

***

The attention of the District Collector, Karimnagar is invited to his letter sixth cited and he is informed that as per the instructions/orders issued in the G.Os. second and third cited, conditional appointment as Junior Assistant in the District Subordinate Office can be considered to a dependent of deceased Government Employees by giving 3 (three) years time to acquire Intermediate Qualification which is prescribed as minimum qualification to the posts, provided such dependent shall possess tenth Class qualification. As such, the question of considering conditional appointment to a candidate who do not possess 10th (Tenth) Class qualification to the post of Junior Assistant by giving the stipulated time provided in the G.O. third cited does not arise.

2. He is further informed that it has already been clarified in the govt. Memo. fifth cited that the clarification/instructions/guidelines and concessions issued from time to time in the orders referred to in the G.O.Ms.No.400, G.A. (Ser-A) Department, dt.12-9-1996 are in vogue and they are not superseded by the aforesaid G.O. A copy

of the Govt. Memo fifth cited is sent herewith for favour of information and further action.

3. Further regarding the eligibility to be taken for educational qualification either from the date of death of the government Employee or from the date of application of the dependent or from the date of appointment, the district Collector, Karimnagar is informed that the eligibility of the candidate in terms of his/her educational qualifications has to be reckoned with the date of application of the dependent of the deceased Government Employee for appointment, as the applications for appointment from such persons shall be entertained within a period of one year from the date of occurrence of the death of Government Servant vide G.O. first cited,

B. SATHYANARAYANA MURTHY,
ADDITIONAL SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER-A) DEPARTMENT

Memo.No.60010/Ser-A/98-6 **Dt: 19-06-1999**

Sub:- P.S. - Compassionate appointments to the dependents of deceased Govt. Employees who die in harness - creation of supernumerary posts - Further clarification - Issued.

Ref:- 1. G.O.Ms.No.427, G.A. (Ser-A) Deptts., dt. 1-7-91.
2. Govt.Memo.No.1078/A1 /F.GAD. 1/86 Fin. & Plg (FW) Dept., dt. 14-4-1995.
3. From the Dist. Collector, Kurnool Lr. No. A7/3423/98, dt.22-9-98.

***

In the G.O. first cited Government issued orders empowering the District Collectors for creation of five (5) Supernumerary posts in a financial year, when there are no vacancies in any of the Departments in the concerned districts for providing compassionate appointments to the dependents of deceased Government Employees. In case of non-availability of vacancies.

2. It was also instructed at para (7) of the G.O. first cited that in case of necessity for creation of supernumerary posts over and above five (5) in a financial year, the Collector of the concerned District shall approach the Government in the concerned administrative department for creation of additional supernumerary posts with full details of vacancies and number of applications pending in various Departments.

3. In view of the provision of Section 10 (1) of Act 2 of 1994,the District Collector, Kurnool in his letter 3rd cited has sought clarification whether the District Collectors can exercise the powers delegated to them in G.O. first cited for creation of (5) supernumerary posts in a financial year for accommodation the dependents of deceased Govt. employees as nodal authorities when there are no vacancies available in any Department in the concerned District.

4. The Government while keeping in view the provision of Section 10 (1) of A.P. Act 2 of 1994. have clarified earlier in the Government Memo. second cited that the existing arrangements ordered in the G.O. first cited shall continue.

5. In view of the instructions issued in the Government Memo. second cited, the District Collector, Kurnool is informed that the provisions of Section 10(1) of A.P. Act 2 of 1994 do not come in the way of creation of five (5) supernumerary posts in a financial year by the District Collectors for accommodating the dependents of deceased Government employees in terms of the orders issued in the G.O. First cited. However District Collectors have to approach the Government in the concerned administrative department for creation of additional supernumerary posts if any required with full details for consideration of Government as ordered in para (7) of the G.O. first cited and the District Collectors shall not create any additional supernumerary posts over and above five (5) in a financial year in violation/deviations of the orders issued in the G.O. first cited and the question of ratification of such action does not arise.

N.V.H. SASTRY,
SECRETARY TO GOVERNMENT (SERVICES)

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER-A) DEPARTMENT

Circular.Memo.No.46742/Ser-A/98-1 **Dt: 11-08-1998**

Sub:- Compassionate appointments to the dependent of deceased Government employees who die in harness - certain orders of Supreme Court of India - Communicated - Reg.

***

The following salient features of the orders of Supreme Court of India in certain cases of compassionate appointments to the dependents of Government employees who die in harness are communicated herewith for information and further necessary action:-

" The Supreme Court of India in Civil Appeal No. 12889 of 1996 arising out of S.L.P. (C) NO. 11791 of 1996 in a case of compassionate appointment, while setting aside the orders of Andhra Pradesh High Court dated 26-04-1996 in W.A.No.103, of 1996 and dated 21-07-1995 in W.P. No.12896 of 1991, has observed that when there is no vacancy available, candidate can not insist that he should be appointed on compassionate ground. The details of the case are as follows. In this case, viz., Hindustan Aeronautics Ltd., (Appellant) Vs. Smt. A.Radhika Thirumalai (Respondent), the appellant had made rules for employment on compassionate ground, subject to availability of vacancies in the respective staffing cadre/authorization consequent on the death of her husband, the respondent applied for compassionate appointment, which was put on the wait list by the appellant among the list of candidates who applied earlier for employment on compassionate grounds.

Further in view of ban imposed on recruitment in their unit by the Appellant, compassionate appointment could not be provided to the Respondent. The respondent filed a W.P.No. 12896 of 1991 in Andhar Pradesh High Court praying for a writ of mandamus directing the appellant to provide suitable permanent employment to the Respondent by creating a supernumerary post. The learned single Judge of High Court by Judgement dated 21-06-1995 issued a writ of mandamus directing the appellant to consider the candidature of the respondent on

compassionate grounds to any suitable post and if found suitable to appoint her to such post with a period of two months, duly rejecting the plea of appellant that since there was a ban on recruitment the appointment could not be given on compassionate grounds. Even the Division Bench of Andhra Pradesh High Court while dismissing the W.A. field by the Appellant held that appointment on compassionate grounds. is given not withstanding whether there in any vacancy or not by creating supernumerary post. Aggrieved by the said Judgement of Division Bench of the High Court, the appellant has filed appeal before Supreme Court. the Supreme Court of India, while dismissing the case in detail, among other things observed that in the appellant company, appointment on compassionate grounds is governed by Rules. Though in their rules a provision is made for compassionate appointment, another rule laid down that such appointment would be made depending upon the availability of vacancies in the respective staff cadre/authorization. In other words, an appointment on compassionate grounds can be made only if a vacancy is available. in the course of arguments, the Supreme Court observed that an appointment on compassionate grounds has to be given in accordance with the relevant rules and guidelines that have been framed by the concerned authority and no person can claim appointment on compassionate grounds in disregard of such rule or guidelines, For the above reason and also the other reason discussed in the case, the Supreme Court set aside the judgement of Andhra Pradesh High court dated 26-4-96 in WA No.103 of 1996 as well as judgement of learned single Judge dated 21-7-95 in W.P.No. 17896 of 1991 duly dismissing the W.P. filed by the respondent.

Further in the case of Umesh Kumar Nagpal (1994 AIR SCW 2305) the Supreme Court has pointed out that appointment in public Services on compassionate ground has been carved out as an exception, in the interests of justice, to the general rule that appointments in the public services should be made strictly on the basis of open invitation of applications and merit and no other mode of appointment nor any other consideration is permissible. A Compassionate appointment is made out of pure humanitarian consideration taking into consideration the fact that unless some source of livelihood is provided, the family

would not be able to make both ends meet and the whole object of granting such appointment is to enable the family to tide over the sudden crisis. The Court has also laid down that an appointment on compassionate ground has to be given in accordance with the relevant rules and guidelines that have been framed by the concerned authority and no person can claim appointment on compassionate grounds in disregard of such rule or such guideline (Sec Life Insurance Corporation Vs. Asha Ramachandra Ambedkar) (1994 AIR SCW 1947), (Supra).

Further in Himachal Pradesh Road Transport Corporation Vs. Dinesh Kumar (1996 AIR SCW 2727), the Supreme Court of India, among other things, has observed that normally even if the Tribunal finds that a person is qualified to be appointed to a post under kith & kin policy, the Tribunal should only give direction to the appropriate authority to consider the case of the applicant, in the light of relevant rules. It is not open to Tribunal to direct the appointment of any person to a post and also direct to create supernumerary post. The supreme Court in this case observed that the Tribunal should only give a direction to the appropriate authority to consider the case of the particular applicant, in the light of the relevant rules and subject to availability of post and accordingly set-a side the orders of the Administrative Tribunal of Himachal Pradesh dated 27-3-95 ordering conditional appointment to acquire the typewriting qualification within one year as well as the order of Himachal Pradesh Administrative Tribunal dated 06-03-1995 for creation of Supernumerary post to accommodate the candidates when there is no such provision in the rules.

In all these cases, as seen from the judgements pronounced by Supreme Court in the case of compassionate appointments, it is observed that the Tribunals or High Courts can not direct the appropriate authorities the appointment of any person to a post of direct for creation of supernumerary posts when there are no vacancies available and in the absence of orders for creation of supernumerary posts in the rules governing compassionate appointments. The Supreme Court of India has laid down that an appointment on compassionate ground has to be given in accordance with relevant rules and guidelines that have been framed by the concerned authority.

All Departments of Secretariat, all Heads of Departments, all the District collectors and all the Government pleaders at Andhra Pradesh Administrative Tribunal and High Court of Andhra Pradesh are requested to keep in view the above orders of Supreme Court while dealing with the court cases relating compassionate appointments.

N.V.H. SASTRY,
SECRETARY TO GOVERNMENT (SERVICES)

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER-A) DEPARTMENT

U.O.Note.No.1695/Ser-A/99-1 **Dt: 28-01-1999**

Sub:- P.S - Sub-ordinate Services - Compassionate Appointments to the dependents of the deceased Government employees who die in harness - Instructions - Reiterated.

Ref:- 1.G.O.Ms.No.400, G.A. (Ser-A) Dept., dt. 12-09-1996.
2.Memo.No.14102/ Ser.A/96-1, dt. 26-11-1996.

***

In the G.O. 1st cited, while reviewing the scheme of compassionate appointments of deceased Government employees who die in harness, the Government have directed that the proposal for providing compassionate appointment to the dependents of decease Government employees which are totally in conformity with the existing Government instructions on the scheme only should be considered and no cases which are in deviation of the orders/instructions /guidelines issued in the matter should be proposed for any relaxation, whatsoever. In the said G.O. the Departments of Secretariat/Heads of Departments/District Collectors etc., have been requested to adhere to the existing instructions and guidelines issued from time to time of the scheme while considering Compassionate appointments to the dependents of the deceased Government employees strictly without any deviation. It was also directed not entertain the requests for compassionate appointments in cases in which do not conform to the conditions stipulated in the scheme from time to time as no application for relaxation of any of the conditions stipulated under the scheme is proposed to be entertained by Government, as a matter of general policy. Further in govt. Memo second cited it has been clarified that the clarification /instructions/guidelines and concessions issued from time to time on the scheme are in vogue. Therefore when there is an inbuilt relaxation incorporated in the rules itself it will not attract the provisions of G.O. first cited.

2. Inspite of these instructions number of instances have come to the notice of the Government wherein Heads of Departments as well as Departments of Secretariat are entertaining applications /representations in case of compassionate

appointments for relaxation of existing rules on the subject on some ground or other. The matter was again reviewed by the government and it is decided to reiterate the instructions issued in the G.O. cited.

3. Accordingly, while reiterating the instructions issued in the G.O. first cited, all Departments of Secretariat are requested not to entertain the applications/ representations in case of compassionate appointments for relaxations of existing rules and in future any such proposals referred to Genl. Admn. (Ser.) Dept., will not be entertained. All the Departments of Secretariat are also requested to issue similar instructions to the Heads of Departments under their Administrative control. A copy of the instructions so issued may be furnished to this Department.

N.V.H SASTRY
SECRETARY TO GOVERNMENT.

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Service - Subordinate Services - Scheme of - Compassionate appointments to the dependent of deceased Government Employees - Compassionate Appointments to the married daughter of the deceased Government Employee - Further clarification - Issued.

GENERAL ADMINISTRATION (SER-A) DEPARTMENT

G.O.Ms.No.350 **Dt: 30-07-1999**

Read the following:

1. G.O.Ms.No.687, Genl. Admn. (Ser-A) Dept., dt. 3-10-1977.
2. G.O.Ms.No.612, Genl. Admn. (Ser-A) Dept., dt. 30-10-1991.

***

O R D E R:

In the G.O. first read above, orders have been issued for providing relief to the dependents of the deceased government servants who die in harness while in service by providing compassionate appointment to the spouse of the dependent children of the deceased Government servant to the posts the pay or which is equal or less than that of Lower Division Clerk, (Junior Assistant) without the media of Employment exchange and Andhra Pradesh Public Service Commission subject to certain conditions specified there as also in various orders issued from time to time, on the scheme, as a social security measure.

2. In para 2 (iii) of the G.O. Second read above, it has been ordered that where the deceased employee does not have any male child but leaves behind him/her a married daughter and an unmarried minor daughter, the choice of selecting one of them for appointment under the social Security scheme shall be left to the spouse of the deceased.

3. Certain cases have been referred to the Government seeking clarification for compassionate appointment of married daughter in cases where the deceased Government employee is having only a married daughter and spouse without any other children.

4. In such cases Government hereby clarify when there is only a married daughter to the deceased Government employee without older or younger brothers or sisters and the spouse of the deceased Government employee is not willing to avail the compassionate appointment , such married daughter may be considered for compassionate appointment, provided she is dependent on the deceased Government employee and subject to satisfying, the other conditions and instructions issued on the scheme from time to time,

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

N.V.H SASTRY
SECRETARY TO GOVERNMENT.

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Service - Subordinate Services - Scheme of - Compassionate appointments to the dependent of deceased Government Employees - Compassionate Appointments to the dependents of Government Employees who have disappeared and whose where abouts are not known for more than seven years - Orders - Issued.

GENERAL ADMINISTRATION (SER-A) DEPARTMENT

G.O.Ms.No.378 **Dt: 24-08-1999**
Read :

1. G.O.Ms.No.687, Genl. Admn. (Ser-A) Dept., dt. 3-10-1977.

***

O R D E R:

In the G.O. read above, orders have been issued for providing relief to the dependents of the deceased Government servants who die in harness while in service by providing compassionate appointment to the spouse or the dependent children of the deceased Government servant to the posts the pay of which is equal to or less than that of Lower Division Clerk, (Junior Assistant) without the media of Employment Exchange and Andhra Pradesh Public Service Commission, subject to certain conditions specified there in as also in various orders issued from time to time, on the scheme, as a social security measure.

2. Instance of Government employees who have disappeared and whose whereabouts are not known for 7 (Seven) years or more and found missing have come to the notice of the Government, wherein the dependents of such missing Government employees are seeking compassionate appointments. Proposals are being received for subordinate Offices to the Heads of Departments in such cases and in turn, the Heads of Departments/ District Collectors are seeking clarification of Government in individual cases, as to whether compassionate appointments can be

provided to the dependents of Government employees who have disappeared and whose whereabouts are not known for more than 7 (Seven) years.

3. Government after careful examination of the matter, hereby direct that compassionate appointments be provided to the dependents of the Government employees, who have disappeared and whose whereabouts are not known for more than 7 (seven) years in accordance with the existing instructions on the scheme of compassionate appointments to the dependents of deceased Government employees who die in harness, subject to the following conditions:

(a) A request for grant of the benefit of compassionate appointments can be considered only after a lapse of 7 (seven) years from the date from which the Government servant has been missing, provided that:

(i) An FIR (First Information Report) to this effect has been lodged with police:

(ii) the police report shall certify that the missing Government employee is not traceable; and

(iii) the competent authority feels that the case is genuine:

(b) This benefit shall not be applicable to the case of a Government servent:-

(i) who had less than 7 (seven) years to retire on the date from which the FIR is filed: and/ or

(ii) who is suspected to have committed fraud or suspected to have joined any terrorist/extremist organisation or suspected to have gone abroad.

(c) While considering the request for compassionate appointment the result of the police investigation shall also be taken into account:

(d) Applicants for compassionate appointment from the dependents of such missing Government employees shall be entertained within a period of one year from the date of completion of 7 (seven) years from the date of filing FIR with police.

(e) A decision on any such request for compassionate appointment shall be taken only at the level of the Secretary to Government of the respective administrative Department concerned and only after receipt of the approval form the concerned Secretary to Government, the respective appointing authorities shall issue necessary orders to appoint the eligible dependent of such missing Government employees as per the existing instructions on the scheme of compassionate appointments to the dependents of deceased Government employees in addition to the above conditions, if there is a vacancy readily available in the department. In case when there are no vacancies available in the department to appoint such eligible dependent of the missing Government employee, such cases have to be referred to nodal authorities for allotting such dependents to any other department in the District as ordered in G.O.Ms.No.427, Genl. Admn. (Ser.A) Dept., dated the 1st July, 1991 read with G.O.Ms.No.533, Genl. Admn. (Ser.A) Dept., dated the 5th September, 1991 and G..O.Ms.No.215, Genl. Admn. (Ser.A) Dept., dated 8th April, 1993.

(f) A bond shall be obtained from the dependent of such missing Government employee, whose whereabouts are not known for more than 7 (seven) years that in the event of appearance of such missing Government employee at a later date or proved that such missing

Government employee is alive anywhere, the services of the person so appointed are liable for termination.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

V. ANANDARAU
CHIEF SECRETARY TO GOVERNMENT.

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER-A) DEPARTMENT

Memo. No. 5786/Ser.A/97-14 **Dt: 02-11-1999**

Sub:- P.S - Sub-ordinate Services - Compassionate Appointments to the spouse/son/daughter of deceased Government employee who die in harness while in service - Certain clarifications - Issued.

Ref:- 1. G.O.Ms.No.84, Genl. Admn. (Ser-A) Dept., dt. 17-02-1982.

2. G.O.Ms.No.110, Genl. Admn. (Ser-A) Dept., dt. 22-02-1984.

3. From the District Collector, Kurnool, letter No. Rc.A7/4212/96, Dated 15.01.1997.

***

In G.O.Ms.No.84, General Administration (Ser.A) Department, dated 17.2.1982 read with G.O.Ms.No.110, General Administration (Ser.A) Department, dt.22.2.1984 instructions were issued that the dependents of deceased Government servants shall not be appointed in the vacancies reserved for S.Cs., S.Ts., and B.Cs., unless they are members of the respective communities and that they shall be considered for appointment in the vacancies meant for O.C. candidates, if they are readily available, and if such vacancies are not readily available, they may be appointed against supernumerary posts to be created for the purpose. Instructions were also issued there in that any supernumerary post to be created for the purpose Instructions were also issued therein that any supernumerary post so created shall continue till such time a vacancy arises as per roster for O.C. candidates and when a regular vacancy arises as per roster, the supernumerary post so created automatically ceases. The said G.O. further lays down that the above procedure shall be adopted for the dependents of deceased Government employees who

belong to S.C., S.T. or B.C. community when there is no vacancy for that community as per the roster.

2. The District Collector, Kurnool, while referring to the above said G.O., has stated that supernumerary posts are to be created separately for O.Cs., S.Cs., S.Ts. and B.Cs., if there are no vacancies for these categories as per the roster which shows that O.C. vacancies are not exchangeable to reserved categories. He has further stated that the erstwhile General Rule 22 (ii)(b) is also not applicable to compassionate appointments, as merit is not tested on competitive basis, to consider the claims of S.Cs/S.Ts./B.Cs. against O.C. vacancies. The District Collector Kurnool has therefore, presumed that the reserved category candidates may not be considered for appointment against O.C. vacancies under compassionate grounds when there are no vacancies for them and sought clarification in this behalf.

3. The matter has been examined and it is hereby clarified that O.C. vacancies are not reserved category vacancies in the roster and any body including candidates belonging to reserved categories can also be accommodated in the O.C. Vacancies. Further the contention of the District Collector that the claim of S.Cs/S.T./B.C. candidate against O.C. vacancy can not be considered under the scheme of compassionate appointments as merit is not tested on competitive basis is also not correct. The objective of the scheme is to provide immediate succour to the family of the deceased employee duly providing alternate bread winner by giving appointment on compassionate grounds but not on competitive basis. As such these appointments are kept outside the purview of Andhra Pradesh Public Service Commission/ District Selection Committee and Employment Exchange and are to be treated as direct recruitments. Therefore in the absence of vacancies for reserved categories in the roster and if there are any O.C. vacancies available, the S.C/S.T./B.C. dependent candidates can be considered for appointments under the Scheme of compassionate appointments against such O.C. vacancies instead of creating supernumerary post. Hence the presumption of District Collector, Kurnool, that the reserved category candidates may not be considered for appointment against O.C. vacancies under the scheme of compassionate appointments is not in order.

4. It is further clarified that if there is an O.C. vacancy available, it can be utilized by appointing the S.C/S.T./B.C. candidate under the scheme of compassionate appointments to the dependents of deceased Government employees even if there are no vacancies available for these reserved categories as per the roster instead of creating supernumerary posts. The supernumerary post has to be created only in the absence of the vacancy meant for O.C. category. Similarly in case of O.C./S.C/S.T./B.C. candidates, if there is no immediate vacancy for that particular community and if O.C. vacancies are available in the roster after certain reserved category vacancies, such O.C. vacancies can be utilized, by-passing the immediate S.C/S.T./B.C. vacancies for accommodating and appointing the O.C./ S.C/S.T./B.C. candidate under the scheme of compassionate appointments. Therefore, there is not need to create supernumerary post when O.C. vacancy is available in the roster.

N.V.H. SASTRY,
SECRETARY TO GOVERNMENT (SERVICES)

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.A) DEPARTMENT

Memo No. 64928/Ser.A/99-2 Dated: 11-01-2000.

Sub:- P.S. – Compassionate appointments to the dependents of deceased Government employees who die in harness – Creation of Supernumerary posts – Further clarification – Issued.

Ref: 1. G.O.Ms.No.427, G.A. (Ser.A) Dept., dt: 1.7.1991.

2. From the Commr. of C.T., A.P., Hyd. Lr.No. E4/2775/99, dt. 18.11.1999.

* * *

In the G.O. first cited, among others, Government issued orders empowering the District Collectors for creation of five (5) supernumerary posts in a financial year, when there are no vacancies in any of the Departments in the concerned districts for providing compassionate appointments to the dependents of deceased Government employees. It was also instructed therein that in case of necessary for creation of supernumerary posts over and above five (5) in a financial year the Collector of the concerned District shall approach the Government in the concerned administrative department for creation of additional supernumerary posts with full details of vacancies and number of applications pending in various Departments.

2. The Commissioner, Commercial Taxes in his letter second cited sought clarification whether such supernumerary posts are to be created by District Collectors as per the aforesaid G.O. in any department in the District or in the same department in which the deceased Government employees was working prior to his death for accommodating the dependents of the deceased Government employee, in case there are no vacancies available in any Department in the District.

3. Government have examined the above and hereby clarify that the District Collectors shall create supernumerary post only in the department in which the deceased Government employee was working, for accommodating the dependent of

the deceased Government employee, in case there are no vacancies available in any department in the District, but not in any other department in the District.

N.V.H. SASTRY,
SECRETARY TO GOVERNMENT (SERVICES)

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.A) DEPARTMENT

Memo No. 55769/Ser.A/99-3 Dated: 27-1-2000.

Sub:- P.S. – Scheme of compassionate appointment to the dependents of Government employees - Compassionate appointments to a married daughter of the deceased Government employee – certain clarification – Issued.

Ref: 1. G.O.Ms.No.612, G.A. (Ser.A) Dept., dt: 30.10.1991.
2. G.O.Ms.No. 350, G.A. (Ser.A) Dept., dt: 30.7.1999.
3. From the V.C. & M.D., A.P. Backward Classes Co-op. Fin. Corporation Ltd., D.O.Lr.No. 36/MD Peshi/99, dt. 29.9.1999.

* * *

In para 2(iii) of the G.O. first read above, it has been ordered that where the deceased employee does not have any male child but leaves behind him/her a married daughter and an unmarried minor daughter, the choice of selecting one of them for appointment under the social security scheme shall be left to the spouse of the deceased.

2. In the G.O. second cited, it has been clarified that when there is only a married daughter to the deceased Government employee without older or younger brothers or sisters and the spouse of the deceased Government employee is not willing to avail the compassionate appointment such married daughter may be considered for compassionate appointment provided she is dependent on the deceased Government employee and subject to satisfying the other conditions and instructions issued on the scheme from time to time.

3. However, certain cases have been referred to Government seeking clarifications for compassionate appointment of married daughter of deceased Government employee, wherein the deceased Government employee, leaves behind an unmarried daughter who is otherwise eligible on the date of his death and is also eligible as an unmarried daughter the day she applied for the post, but subsequently gets married in view of the administrative delay of issuing the appointment order.

4. In such cases Government hereby clarify that even in such cases where the unmarried daughter of the deceased employee who is otherwise eligible on the date of the death of the deceased Government employee and she is also eligible as an unmarried daughter the day she has applied for compassionate appointment but subsequently gets married before she could be appointed due to administrative delays in issuing the appointment orders, such married daughter of the deceased Government employee is eligible for compassionate appointment provided she applied for the post within the prescribed time limit before her marriage and subject to satisfying other conditions and instructions issued on the scheme from time to time.

N.V.H. SASTRY,
SECRETARY TO GOVERNMENT (SERVICES)

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SER.A) DEPARTMENT

Memo. No.17897/Ser.A/2000-1 Dated 20.04.2000

Sub: P.S.-Subordinate Services - Scheme of Compassionate appointments to the dependents of deceased Government employees - Compassionate Appointment to the younger brother/younger sister of the deceased Government employee who remained unmarried - Clarification - Reg.

Ref: 1. G.O.Ms.No.687, G.A. (Ser-A) Dept., dt.3.10.1977.
2. G.O.Ms.No.612, G.A. (Ser.-A) Dept., dt.30.10.1991.
3. From the Director, Directorate of Economics & Statistics, Hyd., Lr.No.560/Admn.I/A5/2000, dt.10.4.2000.

* * *

In G.O. first cited, orders have been issued for providing relief to the dependents of the deceased Government servants who die in harness while in service by providing compassionate appointment to the spouse or the dependent children of the deceased Government servant to the posts, the pay of which is equal or less than what of Lower Division Clerk (Junior Assistant), without the media of Employment Exchange and Andhra Pradesh Public Service Commission, subject to certain conditions specified therein as also in various orders issued from time to time on the scheme as a social security measure.

2. In Para 2(1) of the G.O. second cited, among other things, it has been ordered that the younger brother/sister of the deceased Government servant who remained unmarried can be considered for appointment under the scheme, provided there is no other earning member in the family.

3. Certain cases have been referred to Government seeking clarification as to whether the unmarried younger brother/sister of the deceased Government employee can be considered for compassionate appointment as per the orders issued at para 2(1) of G.O. second cited.

4. It is hereby clarified that the words "remained unmarried" occurring in para 2(1) of G.O. second cited are applicable to the deceased Government employee only and therefore only in cases where the deceased Government employee happens to have remained unmarried, then only the younger brother/sister of such deceased Government employee can be considered for compassionate appointment provided there is no other earning member in the family as per the orders issued at para 2(1) of the G.O. second cited.

N.V.H. SASTRY,
SECRETARY TO GOVERNMENT (SER.)

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.A) DEPARTMENT

Memo. No.68215/Ser.A/99-2 Dated 02.06.2000

Sub: P.S.-Subordinate Services Compassionate Appointments to the dependents of the deceased Government employees who die in harness - Instructions - Reiterated.

Ref:- 1. G.O.Ms.No.400, G.A. (Ser.A) Dept., dt.12.9.96.
2. Memo. No.14102/Ser.A/96-1, dt.26.11.96.
3. U.O.Note No.1695/Ser.A/99-1, dt.28.1.99.

* * *

In the G.O. first cited, while reviewing the scheme of compassionate appointments of deceased Government employees who die in harness, the Government have directed that the proposals for providing compassionate appointments to the dependents of deceased Government employees which are totally in conformity with the existing Government instructions on the scheme only should be considered and no cases which are in deviation of the orders/instructions/guidelines issued in the matter should be proposed for any relaxation, what-so-ever. In the said G.O., the Departments of Secretariat/Heads of Departments/District Collectors etc., have been requested to adhere to the existing instructions and guidelines issued from time to time on the scheme while considering compassionate appointments to the dependents of the deceased Government employees strictly without any deviation. It was also directed not to entertain the requests for compassionate appointments in cases which do not conform to the conditions stipulated in the scheme from time to time as no application for relaxation of any of the conditions stipulated under the Scheme is proposed to be entertained by Government, as a matter of general

policy. Further in Govt. Memo.second cited, it has been clarified that the clarifications/ instructions/ guidelines and concessions issued from time to time on the scheme are in vogue. Subsequently in the U.O.Note third cited it is further clarified that when there is an inbuilt relaxation incorporated in the rules itself, it will not attract the provisions of G.O. first cited. All Departments of Secretariat are also requested therein, not to entertain the applications/representations in case of compassionate appointments for relaxation of existing rules and in future any such proposals referred to General Administration (Ser.A) Department will not be entertained. All the Departments of Secretariat are also requested to issue similar instructions to the Heads of Departments under their administrative control.

2. Inspite of these instructions, number of instances have come to the notice of the Government wherein Heads of Departments as well as Departments of Secretariat are entertaining applications/representations in cases of compassionate appointments for relaxation of existing rules on the subject on some ground or other. The matter was again reviewed by the Government and it is decided to reiterate the instructions issued in the references cited.

3. Accordingly, while reiterating the instructions issued in the references cited, all Departments, of Secretariat are requested not to entertain the applications/representations in cases of compassionate appointments to the dependents of deceased Government employees who die in harness while in service as well as compassionate appointments to the dependents of Government employees who retire on medical invalidation, for relaxation of existing rules and in future any such proposals referred to General Administration (Services) Department will not be entertained. All the

Departments of Secretariat are also requested to issue similar instructions to the Heads of Departments under their administrative control.

M.V.S.PRASAD,
SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services - Subordinate Services - Scheme of Compassionate appointment to the dependents of deceased Government employees - Extension of time limit to acquire the minimum educational/typewriting qualification to those candidates who were appointed conditionally and failed to acquire within the prescribed period - Orders - Issued.

GENERAL ADMINISTRATION (SER.A) DEPARTMENT

G.O.Ms.No.289

Dated 04.08.2000

Read the following:

1. G.O.Ms.No.612, G.A. (Ser.A) Dept., dated 30.10.1991.
2. G.O.Ms.No.577, G.A. (Ser.A) Dept., dated 29.10.1993.
3. G.O.Ms.No.76, G.A. (Ser.A) Dept., dated 15.03.1995.
4. G.O.Ms.No.969, G.A. (Ser.A) Dept., dated 27.10.1995.
5. From the President, Telangana Non-Gazetted Officer's Central Union, Representation, dated 11.04.2000.
6. From the President, Telangana Non-Gazetted Officer's Central Union, Representation, dated 04.07.2000.

* * *

ORDER:

In the G.O. fourth read above, the Government directed that in cases of dependents of the deceased Government employees, who do not possess the minimum educational qualification or typewriting qualification prescribed for the post to which they are appointed with a condition to acquire such requisite qualification within the stipulated period prescribed in the G.Os. first to third read above, fail to acquire such requisite qualification within that stipulated time, such candidates may be allowed/given a further period of 2 (two) more yeas over and above the period prescribed in the G.Os. first to third read above as a grace period to acquire such requisite educational or typewriting qualification prescribed for the post to which they were appointed. If the candidate concerned fails to acquire the requisite educational or typewriting qualification even within the above extended grace period then he/she may be

considered for appointment for a lower post such as an attender where such educational/typewriting qualification is not prescribed and accordingly he/she may be appointed in a lower post such as an attender as if he/she is a fresh candidate, after obtaining the willingness of the candidate. If he/she is not wiling to take the lower post it shall be treated that there are no compelling reasons of poverty and such candidate be discharged from service.

2. The Telangana Non-Gazetted Officer's Central Union in their representation fifth and sixth read above have represented that several Government employees who were appointed without possessing the minimum educational or typewriting qualifications with a condition to acquire such requisite qualifications prescribed for the post to which they were appointed, under the scheme of compassionate appointment to the dependents of deceased Government employees, have failed to acquire the requisite qualification within the stipulated period including grace period prescribed in the aforesaid G.Os for various reasons such as domestic and health problems etc. The Telangana Non-Gazetted Officer's Central Union have therefore requested for extending time limit for one more year for acquiring requisite academic qualification or typewriting qualification to those Government employees who were appointed conditionally under the scheme of compassionate appointments to the dependents of deceased Government employees and failed to acquire such requisite minimum educational or typewriting qualification within the prescribed period including the grace period of two (2) years.

3. The Government, after careful examination of the matter hereby extend the time limit by one more year from the date of issue of these orders for acquiring the requisite educational or typewriting qualifications to those Government employees who were appointed conditionally under the scheme of

compassionate appointments to the dependents of the deceased Government employees and failed to acquire such requisite qualifications within the stipulated period including the grace period prescribed in the G.Os first to fourth read above, as one time measure only.

4. The Government also direct that if such Government employees fail to acquire the requisite educational or typewriting qualifications even within the above extended time limit, action may be taken against such Government employee as ordered at para (6) in G.O. fourth read above.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

G.S.R.C.V.PRASAD RAO,
SECRETARY TO GOVERNMENT (Ser.)

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services - Subordinate Services - Compassionate appointment of son/daughter/spouse of Government Employee who retire from service on Medical Grounds - Orders - Issued.

GENERAL ADMINISTRATION (SER.A) DEPARTMENT

G.O.Ms.No.504 Dated 30.07.1980

Read the following:

1. G.O.Ms.No.687, G.A. (Ser.A) Dept., dated 03.10.1977.
2. From General Administration (Ser.Wel) Department U.O.Note.No.53/ Ser.-Wel/80-8, dated 18th March, 1980.
3. Government of India, Ministry of Home Affairs Department of Personnel and Administrative Reforms Memo.No.14014/1/77-Estt.(D) Dated 25th Nobember, 1978.

* * *

ORDER:

The Government have issued orders in G.O. cited for appointment of son/daughter/spouse of a Government servant who dies in harness, subject to certain conditions specified therein, as a social security measure taking into account the need for immediate assistance to the family on the passing away of the Government servant in harness.

2. The Andhra Pradesh Non-Gazetted Officers Association has represented that the Minister of Home Affairs Government of India have extended the benefit of compassionate appointment to the son/daughter/near relative of Government servant retired on medical grounds in exceptional cases where the family is indigent and in great distress. The Association has requested that the benefit of compassionate appointment allowed by Government of India may be extended to the spouse/son/daughter of a Government servant who retired on medical grounds in the State Government also.

3. The Government have carefully examined the matter and direct that the scheme of compassionate appointment introduced in G.O. cited be extended to the spouse/daughter/son of a Government servant who retired on medical invalidation under Article 441 of Andhra Pradesh Pension Code (Vol.I) subject to the following conditions:-

1. This concession of compassionate appointment shall be allowed only in exceptional cases where the appointing authority is satisfied that the condition of the family is indigent and in great distress.
2. The candidate eligible for appointment under this measure shall be the spouse of the Government servant or any one of the dependent children of the employee who is retired on medical grounds.
3. The eligible person shall be appointed to the post of Lower Division Clerk or equivalent post or any other lower post.
4. Application for appointment from such persons shall be entertained within a period of one year from the date of retirement of Government servant.
5. All appointments made in the light of the concessions envisaged in this G.O. to categories of posts to which the candidates are eligible shall be temporary to start with. However the services of the persons will be regularised in the categories of posts whose pay is equal or less than that of Lower Division Clerk.
6. The temporary appointment of a spouse or child can be considered for regular appointment without subjecting them to the normal process of recruitment as provided in the relevant recruitment rules provided such family members of the retired Government servant satisfy other conditions of recruitment prescribed in the rules such as age and educational qualification.

However;

(a) a formal notification of vacancy may be made to the Employment Exchange;

(b) after filling up the vacancy, the appointing authority will furnish all relevant particulars of the candidate to the Employment Exchange;

(c) such appointments should be made under intimation to the Director of Employment and Training excepting in case of High Court.

4. The clarification issued in Memo.No.618/Ser.-A/78-11, dated 17th December 1979 shall also apply to the case of appointment under this G.O. to the extent necessary, to the context of these orders.

5. The Government further direct that the regular appointments made under this G.O. shall be kept outside the purview of the Andhra Pradesh Public Service Commission. Necessary Amendments to the Andhra Pradesh Public Service Commission Regulations shall be issued separately.

S.R.RAMAMURTHI,
CHIEF SECRETARY TO GOVERNMENT.

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services Subordinate Services Compassionate appointment of son/daughter/spouse of Government employee who retire from service on Medical Grounds - Orders - Issued.

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

G.O.Ms.No.508 **Dated 20th October, 1982.**

Read the following:

1. G.O.Ms.No.504, General Administration (Ser-A) Department, dated 30th July, 1980.
2. From the Ministry of Home Affairs, Office Memo No.14014/10/80 Estt. (D), dated 18th March, 1982.

ORDER:

In G.O. cited, Government directed that the scheme of compassionate appointments of son/daughter/spouse of a Government servant who dies in harness as a social security measure for immediate assistance to the family on passing away of a Government servant in harness, was extended to the son/daughter/spouse of a Government servant who is retired on Medical invalidation under Article 441 of Andhra Pradesh Pension Code (Vol.1).

2. In their Office Memo. cited the Government of India have stated that it has been noticed that of late there had been a spate of cases of Officers proceeding on retirement on Medical Certificates on various grounds and also claiming the appointment of their wards to Government service on compassionate grounds. In several cases such retirements are sought towards the fag end of the service, that is, about the time the officer would have normally superannuated. Unlike the cases of death occurring where the family of the Officer gets only a family pension, the officer retiring on medical grounds in such cases would also be getting full or nearly full pension considering the cases of the wards of such officers for compassionate appointments would be contrary

to the spirit of the scheme itself under which the raison 'd' etre of granting the concessions to those retiring on Medical grounds was that they had to leave service substantially prematurely.

3. With a view to allow the benefit of the above concession to really deserving cases, the Government of India have decided that the benefit of compassionate appointment should be confined to cases where Government servants retire on Medical grounds before attaining the age of 55 years.

4. The Government, after careful consideration have decided to restrict the benefit to such of the Government servants, who retire on medical grounds before attaining the age of 50 years. They accordingly direct that the concession allowed in the G.O. read above should not be extended to cases where the Government servant has retired on medical invalidation on or after attaining the age of 50 years.

B.N.RAMAN,
CHIEF SECRETARY TO GOVERNMENT.

GOVERNMENTOFANDHRAPRADESH
ABSTRACT

Public Services - Subordinate Service - Compassionate appointments of son/daughter/ spouse of Government employee who retire from service on Medical Grounds - Further Orders - Issued.

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

G.O.Ms.No.457 Dated 19th September, 1983.
Read the following:

1. G.O.Ms.No.504, General Administration (Ser-A) Department, dated 30th July, 1980.
2. G.O.Ms.No.508, General Administration (Ser-A) Department, dated 20th October, 1982.
3. Representation from the Telangana N.G.O's Union. Secretariat Branch, dated 8th December, 1982.
4. Representation from Twin Cities A.P. Government Driver's Central Association, dated 9th December, 1982.
5. Representation from A.P. Secretariat Class-IV Employees Central Association, dated 25th November, 1982.

ORDER:

The Government have issued orders in the G.O. first read above for appointment of son/daughter/spouse of a Government employee who retires on medical invalidation subject to the condition specified therein. In the G.O. second read above, orders have been issued restricting the benefit to such of the cases where Government servants retire on medical grounds before attaining the age of 50 years.

2. Certain Service Associations have requested the Government for removing the restrictiorr1inposed in the G.O. second read above and allow this concession without any stipulation regarding the age.

3. After careful consideration, it has been decided to continue the restriction relating to age in cases of retirement on grounds of medical invalidation for purposes of availment of the concession by the son/daughter/spouse of the retired Government servant, as ordered in the G.O. second read above.

However, in the case of Class-IV employees, who retire at the age of 60 years, the benefit of compassionate appointment contemplated in the G.O. second read above, should be available to cases where such employees retire on medical grounds before attaining the age of 55 years. The G.O. second read above may be deemed to have been modified to the above extent.

G.V.RAMAKRISHNA,
CHIEF SECRETARY TO GOVERNMENT.

GOVERNMENTOFANDHRAPRADESH

ABSTRACT

Public Services - Subordinate services - Compassionate appointment of son/daughter/ spouse of Government employees who retire from service on Medical Grounds - Further Instructions - Issued.

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

G.O.Ms.No.492 Dated 10th October, 1983.

Read the following:

1. G.0.Ms.No.504, General Administration (Ser-A) Department, dated 30th July, 1980.
2. G.0.Ms.No.84, General Administration (Ser-A) Department, dated 17th February, 1982.

ORDER:

In the G.O. second read above, orders were issued, that qualified and eligible dependants of deceased Government servants who do not belong to Scheduled Caste or Scheduled Tribe or Backward Class shall not be appointed in the vacancies meant for Scheduled Castes/Scheduled Tribes and Backward Classes unless they are members of the above said communities and that they shall be considered for appointment in the vacancies meant for O.C. candidates if they are readily available. If no such vacancies are available they may be appointed against supernumerary posts to be created for the purpose, after waiting for the occurrence of O.C. vacancies for a reasonable period which may be one year from the date of the application of the dependants.

2. Certain District Collectors have sought clarification as to whether the said orders will also apply to the appointments made of the dependants of those who retired on medical grounds in terms of the G.O. first read above.

3. Government have examined the matter carefully and direct that the orders issued in the G.O. second read above shall apply mutatis mutandis

to cases of appointments made of the son/daughter/spouse of Government servant who retired on medical invalidation in terms of the G.O. first read above.

G.V.RAMAKRISHNA,
CHIEF SECRETARY TO GOVERNMENT.

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services - Subordinate services- Compassionate appointment of son/daughter/ spouse of Government employee who retire from service on Medical Grounds - Further Orders - Issued.

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

G.O.Ms.No.309 Dated 4th July, 1985.
Read the following:

1. G.O.Ms.No.504, General Administration (Ser-A) Department, dated 30th July, 1980.
2. G.O.Ms.No.508, General Administration (Ser-A) Department, dated 20th October, 1982.
3. G.O.Ms.No.457, General Administration (Ser-A) Department, dated 19th September, 1983.

ORDER:

The Government have issued orders in the G.O. first read above for appointment of son/ daughter/ spouse of Govt. employee who retire on Medical invalidation subject to the condition specified therein. In the G.O. second read above, orders have been issued restricting the benefit to such of the ≤ cases where Government servants retire on medical grounds before attaining the age of (50 years. In the G.O. third read above, orders have been issued to the effect that the benefit of compassionate appointment contemplated in the G.O. second read above should be available to the Class-IV employees who retire on medical grounds before attaining the age of 55 years as the age of retirement for them is 60 years. It has now been brought to the notice of the Government that the benefit of the orders issued in G.O.Ms.No.457, General Administration (Ser.-A) Department, dated 19th September, 1983 is not available to some workmen in Government Printing Press whose retirement age is also 60 years as in the case of Class IV employees, as they are not treated as Class IV employees even though their duties and service conditions are akin to the Class IV employees.

2. Government after careful consideration, have decided that the orders

issued in the G.Os second and third read above be modified to the effect that the benefit of compassionate appointments should hereafter be confined to the cases where Government servants retire on medical grounds five (5) years before attaining the age of supernnuation irrespective of the age of supernnuation prescribed for the posts and services.

3. The Departments of Secretariat and Heads of Departments are requested to follow the modified instructions and bring these instructions to the notice of all the appointing authorities.

SHRAVAN KUMAR,
CHIEF SECRETARY TO GOVERNMENT.

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SERVICES.A) DEPARTMENT

Memo No. 849/Ser.A/95-1 **Dated 27.01.1996**

Sub: Public Services - Compassionate appointments to the dependants of the deceased Government employees as well as to the dependants of the Government employees who retire on medical invalidation - Regarding.

Ref: 1. Government Memo No.535/Ser.A/91-1, GAD dt.31-7-1991.
2. Government Memo No.42/Ser.A/92-l, GAD dt.6-2-1992.
3. From the District Collector, Cuddapah NICNET Message Ref.A7/453/ 95 (D.C.O.) dt.18-11-1995 and dt.27-12-95.

* * *

The attention of the District Collector, Cuddapah is invited to his NICNET messages third cited and he is informed that as per the clarification already issued in the Government Memo first cited, the appointment of the dependants of the deceased Government employees need not be linked up with the absorption of the surplus employees, since the scheme of compassionate appointments is to provide immediate relief to the families in distress.

Further with reference to the second point of his NICNET message third cited, he is informed that as per the instructions issued in the Government Memo second cited the District Collectors are not the nodal authority for the appointments of the dependents of the Government employees who retire on medical invalidation and as such the District Collector cannot act as nodal

authority for the cases of appointments of the dependents of Government employee who retire on medical invalidation.

N.V.H. SASTRY
SECRETARY TO GOVERNMENT

To
The District Collector,
Cuddapah,
Copy to all the District Collectors.

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services - Subordinate Services - Schemes of Compassionate appointments to the dependents of deceased Government employees as well as to the dependents of the Government employees who retire on medical invalidation - Fixation of time limit to join duty - Orders - Issued.

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

G.O.Ms.No.43 Dated the 7th February, 1996

Read the following:-

1. G.O.Ms.No.687, G.A. (Ser.A) Dept., dt.3-10-1977.
2. G.O.Ms.No.504, G.A. (Ser.A) Dept., dt.17-12-1979.

\- - -

ORDER :-

In the G.O. first read above, orders have been issued for providing relief to the dependents of the deceased Government servants who die in harness while in service by appointing them in the posts the pay of which is equal or less than that of Lower Division Clerk (Junior Assistant) without the media of Employment Exchange and Andhra Pradesh Public Service Commission, subject to certain conditions specified therein as also in various orders issued from time to time, on the scheme, as a social security measure.

2. In the G.O. second read above, orders have been issued for appointment of son/daughter/spouse of a Government employee who retires on medical invalidation subject to the conditions specified therein, as also in various orders issued on the scheme from time to time.

3. Government had an occasion to examine whether the procedure of allowing joining time in respect of regular appointees has to be followed in cases of compassionate appointments to the dependents of the deceased Government employees and the employees who retire on medical invalidation grounds.

4. The scheme of compassionate appointments to the dependents of the deceased Government employees who die in harness is to provide immediate succor to the family of the deceased Government employee. These appointments are kept outside the purview of employment exchange and Andhra Pradesh Public Service Commission. The Appointments under compassionate grounds are otherwise to be treated as direct recruitments.

5. Government after careful examination hereby direct that a time limit of forty five (45) days be fixed for the candidates appointed under the scheme of compassionate appointments to the dependents of the deceased Government employees who die in harness as well as to the dependents of the Government employees who retired on medical invalidation, to join duty, taking the date of dispatch (by Registered post) of the appointment orders as crucial date for reckoning the time limit and if he/she does not join the post within the stipulated period of forty five (45) days, the offer of the appointment shall be treated as automatically cancelled.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

M.S. RAJAJEE,
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

Memo No.536/Ser.A/96-1 Dated 9-10-1996

Sub:- Public Services - Subordinate Services - Scheme of Compassionate Appointments to the dependents of the deceased Government Employees as well as the dependents of the Government Employees who retire on Medical Invalidation - Certain clarification - Issued.

Ref:- 1. G.O.Ms.No.687, G.A. (Ser.A) Dept., dt.8.10.1977.

2.G.O.Ms.No.504, G.A. (Ser.A) Dept., dt.17.12.1979.

3.G.O.Ms.No.577, G.A. (Ser.A) Dept., dt.29.10.1993.

4.G.O.Ms.No.965, G.A. (Ser.A) Dept., dt.21.10.1995.

5. From the District Collector, Karimnagar letter No.D5/5314/96, dt.20.9.1996.

* * *

The District Collector, Karimnagar in his letter fifth cited, while citing the orders issued in the G.O. third cited, has sought for clarification as to whether the dependents of the deceased Government Employees who do not possess 10th class qualification can be considered for appointment to the post of Record Assistants by allowing two years time for acquiring such qualification.

2. As per Rule (3) of A.P. General Subordinate Service Rules issued in the G.O. fourth cited, among the method of appointments prescribed to various categories of posts that come under these Rules, there is no provision for 'Direct Recruitment' to the post of Record Assistants.

3. The appointments made under the scheme of compassionate appointments to the dependents of the deceased Government Employees who die in harness as well as to the dependents of the Government Employees who retire on Medical Invalidation, are without the medium of Employment Exchange and also kept outside the purview Andhra Pradesh Public Service

Commission in the orders First & Second cited. The appointments made under compassionate grounds are otherwise to be treated as direct recruitments.

4. In the circumstances stated above, it is hereby clarified as there is no provision in Andhra Pradesh General Subordinate Service Rules for direct recruitment to the post of Record Assistants, the dependence of the deceased Government Employees who die in harness as well as the dependents of the Government Employees who retire on Medical Invalidation cannot be considered for appointment to the post of Record Assistants. As such the question of considering the dependents of the deceased Government Employees for appointment to the post of Record Assistants by allowing time limit for acquiring such qualification does not arise as there is no provision for direct recruitment to this category.

N.V.H. SASTRY
SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

Memo No.347/Ser.A/96-9 Dated 15-3-1997

Sub:- Public Services - Subordinate Services - Compassionate Appointment of son/daughter spouse of the Government Employees who retire on Medical Invalidation - Prior approval of Government - Further instructions - Issued.

Ref:- 1. G.O.Ms.No.504, G.A. (Ser.A) Dept., dt.30.7.1980.

2.G.O.Ms.No.309, G.A. (Ser.A) Dept., dt.4.7.1985.

3.D.O. Let.No.347/Ser.A/96-1, G.A. (Ser.A) Dept., dt.31-7-1996 addressed to all Secretaries to Government.

4. D.O. Let.No.347/Ser.A/96-2, G.A. (Ser.A) Dept., dt.31-7-1996 addressed to all District Collectors and copied to all Heads of Departments.

5. Representations from Joint Action Committee of Employees, Teachers & Workers' Andhra Pradesh T.N.G.O's Union and A.P. Secretariat Association.

* * *

In the G.Os. Ist and 2nd read above, Government issued orders for appointment of a son/daughter/spouse of the Government employees, who retire from service on medical invalidation under Article 441 of the A.P. Pension Code (Vol.I) subject to certain conditions specified therein, including a restriction that this benefit would be applicable to only those Government employees who retire on medical invalidation 5 (five) years before the Government employee attains the age of superannuation.

2. Subsequently, in the D.O.Letters third and fourth cited, among other things, instructions have been issued that all the appointing authorities should

specifically obtain prior approval of the Government for all the proposals relating to Compassionate Appointments of the dependents of the Government employees who retire on Medical Invalidation including such proposals pending as on 31-7-1996 before any appointment under the scheme of Compassionate Appointments on Medical Invalidation is made and only after obtaining the prior approval of the Government such appointments should be made.

3. Government have reviewed the instructions issued in the D.O.Letters third and fourth cited and have decided that the above instructions be rescinded. Accordingly, Government hereby rescind the instructions issued in the D.O. letters third and fourth cited and direct that all the proposals of compassionate Appointments to the dependents of Government employees who retire on Medical Invalidation that were pending in a full shape as on 31-7-1996 and Medical Certificates were already obtained be considered and disposed off by the concerned Appointing Authorities themselves strictly as per the orders/instructions issued on the scheme of compassionate appointments on Medical Invalidation prior to the instructions issued in the D.O.Letters third and fourth cited. In respect of the cases/proposals for compassionate appointments under the scheme in question that arose on or after 1-8-1996, instructions will be issued separately.

4. All the Departments of Secretariat are requested that all those proposals of compassionate Appointments to the dependents of Government Employees who retire on medical invalidation that were received by them from their respective Heads of Departments, District Collectors etc., in pursuance of the instructions issued in the D.O. letters third and fourth cited shall be remitted

back to their respective Heads of Departments, District Collectors etc., for further action at their end.

M.S. RAJAJEE,
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SERVICES-A) DEPARTMENT

U.O.Note No.43103/Ser.A/97-1 Dated 3-6-1997

Sub:- Public Services - Subordinate Services - Compassionate Appointment of son/daughter spouse of the Government Employees who retire on Medical Invalidation - Further instructions - Issued.

Ref:- 1. D.O. Let.No.347/Ser.A/96-1, G.A. (Ser.A) Dept., dt.31-7-1996 addressed to all Secretaries to Government.

2. D.O. Let.No.347/Ser.A/96-2, G.A. (Ser.A) Dept., dt.31-7-1996 addressed to all District Collectors and copied to all Heads of Departments.

3. Memo No.347/Ser.A/96-9, G.A. (Ser.A) Dept. dt.15.3.97.

4. U.O.Note.No.347/Ser.A/96-11, dt.28.4.97.

* * *

The attention of all the Departments of Secretariat is invited to the references 3rd and 4th cited. While issuing instructions in the references 3rd and 4th cited it has been requested to remit back all the proposals of compassionate appointments on Medical Invalidation to the respective Heads of Departments and District Collectors for further action at their end.

It has come to the notice of the Government that inspite of issue of instructions in the U.O. Note 4th cited many proposals/applications have not been returned back to the Heads of Departments, District Collectors etc., and there is considerable delay.

While reiterating the instructions in the Memo. 3rd and 4th cited, all the Departments of Secretariat are requested that all those proposals of compassionate appointments of dependents of Government employees who retire on Medical Invalidation that were received by them from their respective Heads of Departments/District Collectors in pursuance of the instructions issued in the D.O. Letters Ist and 2nd cited shall be remitted back immediately to their

respective Heads of Departments/District Collectors for further action at their end in accordance with the instructions issued in the Memo. 3rd cited.

M.S. RAJAJEE,
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.A) DEPARTMENT

Memo No.44634/Ser.A/97-1 **Dated 12-06-1997**

Sub: Public Services – Subordinate Services – Compassionate Appointment of son/daughter/spouse of the Government Employees who retire on Medical Invalidation – Further instructions – Issued.

Ref:
1. G.O.Ms.No.504, G.A.(Ser.A) Dept., dated 30-7-1980.
2. G.O.Ms.No.309, G.A. (Ser.A) Dept., dated 04-07-1985.
3. D.O.Lr.No.347/Ser.A/96-1, G.A. (Ser.A) Dept., dated 31-07-1996 addressed to all Secretaries to Government.
4. D.O.Lr.No.347/Ser.A/96-2, G.A. (Ser.A) Dept., dated 31-07-1996 addressed to all District Collectors and copied to all Heads of Dept.
5. Govt. Memo.No.347/Ser.A/96-9, dated 15-03-1997.

* * *

In the G.Os. first and second cited, Government issued orders for appointment of a son/daughter/spouse of the Government employees who retire from service on Medical Invalidation under Article 441 of the A.P. Pension Code (Vol.I) subject to certain conditions specified therein, including a restriction that this benefit would be applicable to only those Government employees who retire on Medical Invalidation, 5 (five) years before the Government employee attains the age of superannuation.

2. Subsequently, in the D.O. letters third and fourth cited, among other things, instructions have been issued that all the appointing authorities should specifically obtain prior approval of the Government for all the proposals relating to compassionate appointments of the dependents of the Government employees who retire on Medical Invalidation including such proposals pending

as on 31-07-1996 before any appointment under the scheme of compassionate appointments on Medical Invalidation is made and only after obtaining the prior approval of the Government such appointment should be made.

3. Further in Government Memo. fifth cited, while rescinding the instructions issued in the D.O. letters third & fourth cited, instructions have been issued that all the proposals of compassionate appointments to the dependents of Government employees who retire on Medical Invalidation that were pending in full shape as on 31-07-1996 and Medical Certificates were already obtained be considered and disposed off by the concerned Appointing Authorities themselves strictly as per the orders/instructions issued on the scheme of compassionate appointments on Medical Invalidation prior to the instructions issued in the D.O. letters third and fourth cited. It has also been intimated therein that in respect of the cases proposals for compassionate appointments under the scheme in question that arose on or after 1-8-1996, instructions will be issued separately.

4. Instances have come to the notice of Government seeking further clarification regarding action to be taken in certain cases. Wherein Medical Invalidation Certificates of Government employees have been received in the Departments/Offices on or before 31-7-1996 but the Government employees are permitted to retire on or after 1-8-1996 due to administrative reasons or delays and their dependents applied for compassionate appointments under the scheme in such cases.

5. Government after careful examination and in continuation to the instructions issued in Government Memo. fifth cited hereby clarify that in addition to the proposals of compassionate appointments to the dependents of Government employees who retire on Medical invalidation that were pending as on 31-7-1996. The cases of compassionate appointments of the dependents of

the Government employees in which the Medical Invalidation Certifications of the Government employees have been received on or before 31-7-1996 in the respective Departments/Offices, may also be considered and disposed off by the concerned appointing authorities themselves as per the orders/instructions issued on the scheme of compassionate appointments on Medical Invalidation though such Government employees were permitted to retire on or after 01-08-1996 due to administrative reasons/delays.

6. Except the cases referred to above, in respect of the cases/proposals for compassionate appointments to the dependents of Government employees who retire on Medical Invalidation that arose on or after 01-08-1996 instructions will be issued separately, as already intimated in the Government Memo. fifth cited.

N.V.H.SASTRY,

SECRETARY TO GOVERNMENT.

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services – Subordinate Services – Compassionate appointment of son/daughter/ spouse of the Government employees who retire on Medical Invalidation – Further – Orders – Issued.

GENERAL ADMINISTRATION (SER.A) DEPARTMENT

G.O.Ms.No.214 Dated: 09-06-1998.

Read the following:

1. G.O.Ms.No.504, G.A.(Ser.A) Dept., dt.30-7-1980.
2. G.O.Ms.No.309, G.A.(Ser.A) Dept., dt.4-7-1985.
3. D.O.Lr.No.347/Ser.A/96-1, G.A. (Ser.A) Dept., dt.31-07-1996.
4. D.O.Lr.No.347/Ser.A/96-2, G.A. (Ser.A) Dept., dt.31-07-1996.
5. Govt. Memo.No.347/Ser.A/96-9, G.A.(Ser.A) Dept. dt.15-3-1997.
6. Govt. Memo.No.44634/Ser.A/97-1, G.A. (Ser.A) Dept., dt.12-6-1997.
7. G.O.Ms.No.69, Genl.Admn.(Ser.A) Dept., dt.28-2-1998.

* * *

ORDER:

In the G.Os first and second read above, Government issued orders for appointment of a son/daughter/spouse of the Government Employees who retire from service on Medical Invalidation under Article 441 of the A.P. Pension Code (Volume.I) subject to certain conditions specified therein, including a restriction that this benefit would be applicable to only those Government Employees who retire on

medical invalidation 5 (five) years before the employees attain the age of superannuation.

3.In Government Memo Fifth read above, while rescinding the instructions issued in the D.O. letters third and fourth read above, Government directed that all the proposals of compassionate appointments to the dependents of Government employees who retire on Medical Invalidation that were pending in full shape as on 31.7.1996 and medical certificates were already obtained be considered and disposed off by the concerned appointing authorities themselves strictly as per the orders/instructions issued on the scheme of compassionate appointments on medical invalidation. Further in the Government Memo. 6th read above, it has been clarified that in addition to the proposals of compassionate appointments to the dependents of Government employees who retired on Medical Invalidation as on 31.7.1996. The cases of compassionate appointments of the dependents of Government employees in which the Medical Invalidation as on 31.7.1996, the cases of compassionate appointments of the dependents of the Government employees in which the Medical Invalidation certificates of the Government Employees have been received on or before 31.7.1996 in the respective Departments/Offices may also be considered and disposed off by the concerned appointing authorities as per the orders/instructions issued on the scheme though such Government Employees were permitted to retire on or after 1.8.1996 due to administrative reasons. In respect of the cases/proposals for compassionate appointments under the scheme in question that arose on or after 01.08.1996 it has been decided that instructions will be issued separately and accordingly the same had been issued in the Government Memo. fifth & sixth read above.

4.For all other cases of compassionate appointments on Medical invalidation grounds that arose on or after 1.8.1996, orders have been issued in the G.O. seventh read above prescribing suitable safeguards and procedures duly constituting the Medical Teams (Medical Boards); District Level Committee of Officers and State Level Committee of Officers to prevent any misuse of the scheme. It has been ordered therein, among other things, that each case of appointment under the scheme of compassionate appointment on Medical Invalidation would be on the basis of recommendation of the District Level Committee of Officers which in turn will be based on the recommendation of the Medical report of team of Doctors and the recommendation of the District Level Committee will be examined by a State Level Committee and finally the proposal would be placed before the Council of Ministers for approval and only after obtaining prior approval of the Government the appointing authorities are permitted to retire the Government employee on grounds of Medical Invalidation and to issue the appointment orders to the dependents of the Government employees who retire on Medical Invalidation.

5.Government have reviewed the orders issued in the G.O. seventh read above and decided to restrict the scrutiny of the proposals of compassionate appointments on Medical Invalidation in respect of cases pertaining to Offices at District Level and below to the District Level Committee itself without reference to the State Level Committee and the State Level Committee will be functional in the cases of compassionate appointments on Medical invalidation only in respect of Heads of Departments and Departments of Secretariat.

5. Accordingly, in supercession of orders issued in the G.O. seventh read above and in partial modification of the orders issued in the G.O. first read above on the

scheme of compassionate appointments to the dependents of the Government employees who retire on medical invalidation, the following orders are issued:-

(i) At District level, a team of doctors shall furnish the Medical Report to a District Level Committee of Officers. Accordingly, Government hereby constitute the medical team (Medical Boards) as follows:-

(a) Where there are teaching hospitals, other than Ranga Reddy and Hyderabad Urban Districts, the Medical team (Medical Board) shall consist of the Superintendent of the Government General Hospital and two doctors of the cadre of Civil Surgeon nominated by the Superintendent of Government General Hospital, among them one should be a specialist in the disease/illness with which the employee is suffering and seeking Medical Invalidation and in case of a lady employee seeking medical invalidation, of the two Civil Surgeons, one should be a lady Civil Surgeon.

(b) In the case of Ranga Reddy and Hyderabad Urban Districts, the medical boards already existing in Osmania General Hospital and Gandhi General Hospital shall constitute the team of doctors (Medical boards) respectively.

(c) In all other districts, the District Co-ordinator of the District Headquarters Hospital of Andhra Pradesh Vaidya Vidhana Parishad and two Civil Surgeons nominated by the District Co-ordinator of whom one shall be from the speciality of the disease with which the employee is suffering from, shall constitute the medical team. In case it is a woman employee seeking medical invalidation, of the two Civil Surgeons, one should be lady Civil Surgeon. Also where the District Headquarters Hospital of Andhra Pradesh Vaidya Vidhana Parishad does not have necessary expertise to decide the matter for want of the concerned specialist doctor, it may refer the case to the

nearest teaching hospital for obtaining their opinion before making their recommendations.

(d) As and when a Government employee seeks and applies for retirement on Medical grounds, the concerned appointing authority shall refer the case to the team of Doctors (Medical Board) mentioned above.

(ii) The appointing authority, under whom the employee seeking medical invalidation is working, shall, after receipt of the Medical board's recommendations refer the matter to a District Level Committee of Officers for scrutiny and its recommendations. Government, hereby, constitute the District Level Committee of officers with the following:-

1. District Collector ..... Chairman
2. District Medical & Health Officer ..... Member
3. District Head of the Department..... Member/Convenor

in which the employee is seeking retirement on Medical invalidation.

The District Level Committee shall consider the Medical Invalidation report given by the Medical Board constituted in para 5(1) above and scrutinize the proposals for compassionate appointments on Medical Invalidation strictly in accordance with the guidelines and conditions stipulated in the existing instructions on the scheme.

(iii) For scrutiny and for making recommendations in respect of cases of Government Employees of Heads of Departments/Secretariat Departments, a State Level Committee of Officers is hereby constituted with the following:-

1.	Special Chief Secretary/ Principal Secretary to Government nominated by the Government	Chairman
2.	Prl. Secretary/Secretary to Government Health Medical & Family Welfare Department	Member
3.	Director of Medical Education	Member
4.	Secretary to Government of the Department in which the employee is seeking retirement on Medical Invalidation	Member
5.	Dy. Secretary/Joint Secretary/Additional Secretary to Government HM&FW Department	Member/Convener

The State Level Committee shall consider the Medical Invalidation report given by the Medical Board constituted in para 5(1) above and scrutinize the proposals for compassionate appointments on Medical Invalidation in accordance with the guide lines and conditions stipulated in the existing instructions in the scheme.

(iv) The District Collectors who are heading the District Level Committees, shall send the recommendations of the District Level Committees to the concerned District Head of the Department.

(v) In case of Government employees of Heads of Departments/Secretariat Departments, the proposals shall be placed before the State Level Committee of Officers directly through Health, Medical & Family Welfare

Department in Secretariat based on the recommendations of the Medical Board.

(vi) In respect of employees working in the Heads of Departments/Secretariat Departments, the Convener of the State Level Committee of Officers shall send the recommendations of the State Level Committee in each case to the concerned Principal Secretary/Secretary to Government of the Secretariat Department or to the Head of the Department concerned for issue of appropriate orders.

(vii) Only where the State Level Committee of Officers makes a clear recommendation for retirement on Medical Invalidation, the concerned Department of Secretariat/Head of the Department shall issue necessary orders permitting the Government employees to retire on grounds of Medical Invalidation and to appoint the dependents of such Government employees who are permitted to retire on Medical Invalidation as per the other existing instructions on the scheme. Such compassionate appointments will be confined only to the department in which retirement of the employee on Medical Invalidation was ordered. In case of Departments of Secretariat it is single unit except Law and Finance Departments.

(viii) Similarly only where the District Level Committee recommends retirement on Medical Invalidation, the respective District Head of the Department/appointing authority of the Districts shall issue necessary orders permitting the Government employees to retire on grounds of Medical Invalidation and to appoint the dependents of such Government

employees who are permitted to retire on Medical Invalidation as per the other existing instructions on the scheme. Such compassionate appointments will be confined only to the department in which retirement of the employee on Medical Invalidation was ordered as per the existing instructions on the scheme.

6.Government also direct that the cases/proposals of compassionate appointments to the dependents of Government employees who retired on medical invalidation that arose between 1-8-1996 and to date, shall also be processed and disposed off as per these orders. The medical certificates that were already obtained earlier in these cases shall not be taken as criteria and the procedure laid down in these revised orders shall be followed even in the cases that arose on or after 1-8-1996. Further only in the cases of death of such Government employees in whose cases medical invalidation certificates were received on or after 1-8-1996 and orders of retirement on medical invalidation were issued, the medical invalidation certificates issued earlier for such persons should hold good and the rest of the procedure as envisaged in para 5 (ii) and (viii) in these orders shall be followed. For cases falling between 1-8-1996 and the date of issue of this order, the District will be taken as a unit instead of the Department for calculating the vacancies.

7. All such cases where appointments under Medical Invalidation grounds were made must be reported in detail by the District Head of the Department along with copies of the orders justifying the appointment orders under Medical Invalidation to the concerned Administrative Department in Secretariat.

8. All the Departments of Secretariat/All the Heads of Departments/All the District Collectors and all the appointing authorities shall follow the above instructions, scrupulously without any deviation.

9. Necessary amendments to the Article 442 of Andhra Pradesh Pension Code shall be issued separately by Finance & Planning (FW) Department.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

N.V.H. SASTRY
SECRETARY TO GOVERNMENT (SER)

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.A) DEPARTMENT

Memo No.65073/Ser.A/98-1 **Dated:6-11-1998**

Sub:- Public Services – Subordinate Services – Compassionate appointment of Son/Daughter/Spouse of the Government Employee who retire on Medical Invalidation – Further orders – Issued.

Ref:- G.O.Ms.No.214, Genl. Admn. (Ser.A) Dept., dated 9-6-1998.

* * *

In the G.O. cited, orders have been issued prescribing suitable safeguards and procedure in order to have greater scrutiny of all the proposals relating to compassionate appointments due to Medical Invalidation and to prevent misuse of the scheme, duly constituting, among other things, a District Level Committees of Officers in each District, under the Chairmanship of the concerned District Collector for considering the Medical invalidation reports given by the Medical Boards and for scrutiny of the proposals relating to compassionate appointments on medical invalidations strictly in accordance with the guidelines and conditions stipulated in the existing instructions on the scheme.

2. All the District Collectors are requested to ensure that the meeting of the District Level Committee of Officers constituted in the G.O. cited is held atleast once in a month for considering the Medical Invalidation cases.

N.V.H. SASTRY
SECRETARY TO GOVERNMENT(SER)

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SER.A) DEPARTMENT

Memo No.71558/Ser.A/98-1 **Dated:23-11-1998**

Sub:- Public Services – Compassionate appointment of dependents of Government Employees who retire on Medical Invalidation – Applicable to the employees of Municipal Corporations – Clarification – Issued – Reg.

Ref:- 1. G.O.Ms.No.687, Genl. Admn. (Ser.A) Dept., dated 3-10-1977.

2. G.O.Ms.No.699, MA (HMA&UD) Dept., dated 28-8-1978.

3. G.O.Ms.No.504, Genl. Admn.(Ser.A)Dept., dated 30-7-1980.

4. G.O.Ms.No.55, HMA&UD Dept., dated 21-11-1981.

5. G.O.Ms.No.214, Genl. Admn. (Ser.A) Dept., dated 9-6-1998.

6. From the District Collector, Guntur, Rc.No.2385/98/B5, dt.11.11.1998.

* * *

The attention of the District Collector, Guntur is invited to his letter sixth cited and he is informed that the orders issued by Government in General Administration (Ser.A) Department from time to time on the schemes of compassionate appointments to the dependents of Government employees who die in harness as well as compassionate appointments to the dependents of Government employees who retire on Medical Invalidation, are applicable to Government servants only but not to employees of Municipal Corporations and Municipalities. However the above schemes and the orders issued on these schemes from time to time by Government in General Administration Department have been adopted and made applicable to the employees of the Municipal Corporations and Municipalities by Government in Municipal Administration and Urban Development Department by issuing separate orders, viz., the orders issued in the G.Os first and third cited were extended in favour of the spouse or dependent children of the employees of Municipalities and Municipal Corporations who die in harness while in service or who retire on medical invalidation, in the G.Os second and fourth cited respectively.

2. Similarly, unless the orders issued in the G.O. fifth cited have been adopted and made applicable to the employees of the Municipal Corporations

and Municipalities by the Government in Municipal Administration and Urban Development Department to the extent necessary to the context of these orders as per the service conditions of these employees by issuing separate orders, these orders are not applicable to the employees of Municipalities and Municipal Corporations automatically.

N.V.H. SASTRY
SECRETARY TO GOVERNMENT (SER)

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services – Subordinate Services – Compassionate appointment of son/daughter/spouse of the Government employees who retire on Medical Invalidation – Further orders – Issued.

GOVERNMENT ADMINISTRATION (SER.A) DEPARTMENT

G.O.Ms.No.570 **Dated: 17.12.1998**

Read the following:-

G.O.Ms.No.214, G.A. (Ser.A) Dept., dt.9-6-1998.

* * *

ORDER :-

In the G.O. read above, orders have been issued prescribing suitable safeguards and procedures duly constituting the Medical Teams (Medical Boards), District Level Committee of Officers and State Level Committee of Officers to prevent any misuse of the scheme of compassionate appointments to the dependents of Government employees who retire on Medical Invalidation.

Among other things, in para 5(iii) and para 5(v) of the G.O. read above, it has been ordered as follows, respectively:-

Para 5 (iii):- For scrutiny and for making recommendations in respect of cases of Government Employees of Heads of Departments/Secretariat Departments, a State Level Committee of Officers is hereby constituted with the following:-

1.	Special Chief Secretary/ Principal Secretary to Government nominated by the Government	Chairman
2.	Prl. Secretary/Secretary to Government Health Medical & Family Welfare Department	Member
3.	Director of Medical Education	Member

4.	Secretary to Government of the Department in which the employee is seeking retirement on Medical Invalidation	Member
5.	Dy. Secretary/Joint Secretary/Additional Secretary to Government HM&FW Department	Member/Convener

Para 5(v):- In cases of Government employees of Heads of Departments/Secretariat Departments, the proposals shall be placed before the State Level Committee of Officers directly through Health, Medical & Family Welfare Department in Secretariat based on the recommendations of the Medical Board.

Government have now decided that the Deputy Secretary/Joint Secretary/Additional Secretary of General Administration (Services) Department, shall be the Member/Convener of the State Level Committee of Officers and the proposals in respect of the cases of Government employees of Heads of Departments/ Secretariat Departments shall be placed before the State Level Committee of Officers through General Administration (Services) Department in Secretariat based on the recommendations of the Medical Board.

Accordingly, the following amendments are issued to para 5(iii) and 5(v) of the G.O.Ms.No. 214 General Administration (Ser.A) Department, dated 09-06-1998.

AMENDMENTS

(a) In para 5(iii), among the composition of Officers, in the State Level Committee, for the expression" Deputy Secretary/ Joint Secretary/ Addl. Secretary to Government, HM & FW Department", the expression "Deputy Secretary Joint Secretary/ Addl. Secretary to Government, Genl. Admn. (Ser.) Department" shall be substituted.

(b) For the existing para 5(v), the following shall be substituted, namely:-

"(v) In cases of Government employees of Heads of Departments/ Secretariat Departments, the proposals shall be placed before the State Level Committee of Officers through General Administration (Services) Department in Secretariat based on the recommendations of the Medical Board."

(BY ORDER AND IN THE NAMEOF THE GOVERNOR OF ANDHRA PRADESH)

V. ANANDRAU,
CHIEF SECRETARY TO GOVERNMENT.

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.A) DEPARTMENT

Memo No. 4241/Ser.A/99-1 **Dated: 28-01-1999.**

Sub:- Public Services – Subordinate Services – Compassionate appointment of Son/daughter spouse of the Government employees who retire on Medical Invalidation – Further Instructions – Reg.

Ref:- 1. G.O.Ms.No. 214, Genl. Admn. (Ser.A) Dept., dated 9.6.1998.
2. G.O.Ms.No. 570, Genl. Admn. (Ser.A) Dept., dated 17.12.1998.

* * *

In the G.O. second cited orders have been issued amending the G.O. first cited to the effect that the Deputy Secretary/ Joint Secretary/ Additional Secretary to Government of General Administration (Services) Department, shall be the Member/Convener of the State Level Committee of Officers and the proposals in respect o the cases of Government employees of Heads of Departments/ Secretariat Departments shall be placed before the State Level Committee of Officers through General Administration (Services) Department in Secretariat based on the recommendations of the Medical Board.

2. All the Heads of Departments are therefore requested to send the proposals in respect of their employees relating to retirement of Government employees on Medical Invalidation and consequential proposals for compassionate appointments to their dependents along with their recommendations, in the proforma enclosed, to this Department through their respective administrative departments in Secretariat for placing before the State Level Committee of Officers for their consideration.

3. All the Departments of Secretariat are also requested to send the proposals if any, in respect of the employees of Secretariat Departments in the

proforma enclosed for placing before the State Level Committee of Officers for their consideration and recommendations.

N.V.H. SASTRY

SECRETARY TO GOVERNMENT (SER.)

PROFORMA TO BE FILLED UP FOR MEDICAL INVALIDATION CASES

1. Name of the retiring employee & his date of Birth :
2. Name of the Medical Board by which the Medical Invalidation Certificate was issued and the date on which the said certificate was issued. :
3. Whether the certificate is issued in accordance with the orders issued in G.O. Ms.No. 214, G.A. (Ser.A) Dept. dated 09.06.1998. :
4. Whether the employee has already been retired on Medical Invalidation, if so, the date on which he was retired and the service left to attain the age of Superannuation as on that date. :
5. Whether the employee is having 5 years of service for attaining the age of Superannuation as on the date of retiring on Medical Invalidation. :
6. If the employee is still in service what is the service left to attain the age of Superannuation. :
7. Whether the proposals fulfills the conditions laid down in G.O.Ms. No.504, G.A. (Ser.A) Dept., dated 30.07.80 and G.O.Ms.No.309, G.A. (Ser.A) Dept., dated 04.07.1985, If so,
   a) Whether the conditions of the family is indigent and in great

distress.

b) Relationship of the applicant for compassionate appointment with the retiring person :

c) Whether the application was submitted within a period of one year from the date of retirement of Government Servant.

8. Date of Birth and Age of the applicant who applied for Compassionate appointment :

9. Qualifications of the applicant who applied for compassionate appointment :

10. Post to which the applicant is eligible (Jr. Asst. or equivalent post or any other lower post). :

11. Whether vacancy is available to appoint the applicant in the Office :

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER-A) DEPARTMENT

Memo.No.31461Ser-A/99-1 **Dated 31-05-1999**

Sub:- Public Services - Subordinate services - compassionate appointment of dependents of the Government employees who retire on Medial Invalidation – Regarding.

Ref:- 1. G.O.Ms.No.214, G.A. (Ser-A) Dept., dt: 9-6-1998

2 G.O.Ms.No.570, G.A. (Ser-A) Dept., dt: 17-12-1998.

***

In the G.O. second cited orders have been issued prescribing suitable safeguard and procedures duly constituting the Medical Teams (Medical Boards), District Level Committee of Officers and State Level Committee of officers to prevent any misuse of the scheme of compassionate appointments to the dependents of Government employees who retire on Medical Invalidation.

2. Among other things, in para 5(1) of the G.O. first cited, while constituting Medical teams (Medical Boards) for issuing Medical Reports/ Certificates to the Government employees who are seeking retirement on Medical Invalidation, it has been ordered therein that among the Medical teams (Medical Boards) one shall be a specialist in the disease/illness with which the employee is suffering from and seeking Medical Invalidation and in case of lady employees seeking Medical Invalidation, there shall be a lady civil surgeon in the Medical Board.

3. The State Level Committee of Officers during their meeting on 19.04.1999 under Chairmanship of Special Chief Secretary to Government and Chairman, Commissionerate of Inquiries, General Administration Department, while scrutinizing the proposals relating to retirement on Medical Invalidation and consequential proposals for compassionate appointments to the dependents of Government employees of Heads of Departments/ Secretariat Departments have observed during consideration of the cases that the Medical Boards were not found to include certain specialties as ordered in the G.O. first cited to evaluate the cases thoroughly and

therefore recommended for issue of suitable instructions in this regard so that in future medical examinations result in proper evaluation.

4. The Director of Medical Education and the Commissioner of Andhra Pradesh Vaidya Vidhana Parishad are therefore requested to issue suitable instructions to the Superintendents of Teaching Hospitals and to the District Co-ordinators of the Hospitals in the District Head Quarters respectively, for inclusion of specialist in the disease/ illness with which the employee is suffering from and seeking Medical Invalidation and in case of a lady employee to include a lady Civil Surgeon in the Medical Teams (Medical Boards) in accordance with the orders issued in the G.O. first cited in order to ensure that in future Medical examinations result in proper evaluations.

N.V.H. SASTRY
Secretary to Government (Services)

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER-A) DEPARTMENT

Memo.No.26983/Ser-A/99-1 **Dated 01-08-1999**

Sub:- Public Services - Compassionate appointment of dependents of the Government employees who retire on Medial Invalidation – Regarding.

Ref:- 1. G.O.Ms.No.214, G.A. (Ser-A) Dept., dt: 9-6-1998

2 Govt. Lr.No.506/Ser.A/99-2, GAD, dt.16.4.99 addressed to the Registrar High Court of A.P.

3 From the District Collector, Anantapur, Lr.Rc.No.2674/99 (A3), dt.4.5.1999.

***

The attention of the District Collector, Anantapur is invited to his letter third cited and he is informed that in the letter second cited, Government have accepted the proposal of High Court of Andhra Pradesh for nominating the Committees by High Court of Andhra Pradesh, as proposed at the District and State Level duly associating the Medical experts on those District and State Level Committees in respect of the cases of the Judicial Employees who are seeking retirement on Medical Invalidation and consequential compassionate appointments to their dependents. Therefore, the Committee constituted in the G.O.first cited need not entertain the cases of Judicial Employees seeking permission to retire on Medical Invalidation and consequential benefits of compassionate appointments.

N.V.H. SASTRY
Secretary to Government (Services)

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER-A) DEPARTMENT

Memo.No.36299/Ser-A/99-1 **Dated 25-06-1999**

Sub:- Public Services - Subordinate services - compassionate appointment of dependents of the Government employees who retire on Medial Invalidation – Regarding.

Ref:- 1. G.O.Ms.No.309, G.A. (Ser-A) Dept., dt: 4-7-1985

2. G.O.Ms.No.214, G.A. (Ser-A) Dept., dt: 9-6-1998

3. G.O.Ms.No.570, G.A. (Ser-A) Dept., dt: 17-12-1998.

***

In the G.O. second cited orders have been issued that the benefit of compassionate appointments should be confined to the cases where the Government servants retire on Medical Invalidation five (5) years before they attain the age of superannuation irrespective of the age of superannuation prescribed for the posts and services.

2. In the G.Os. 2nd and 3rd cited orders have been issued prescribing suitable safeguards and procedures duly constituting the Medical Teams (Medical Boards). District Level Committee of Officers and State Level Committee of Officers to prevent any misuse of the scheme of the compassionate appointments to the dependents of Government employees who retire on Medical Invalidation.

3. The State Level Committee of Officers during their meeting on 19.4.1999 under the Chairmanship of Special Chief Secretary to Government and Chairman, Commissionerate of Inquiries, General Administration Departments, while scrutinizing the proposals relating to retirement on Medical Invalidation and consequential proposals for compassionate appointments to the dependents of Government employees of Heads of Departments/ Secretariat Departments have observed during consideration of the cases that by the time the Committee consider these cases, the individuals in certain cases are not having five (5)

years of service before they attain the age of superannuation, as on the date of retirements on Medical Invalidation, if considered and orders. The State Level Committee has therefore deferred consideration of such cases pending clarification as to the date from which five (5) years of service is to be reckoned i.e., from the date of issue of medical certificate or form the date of issue of retirement orders.

4. It is hereby clarified that the benefit of compassionate appointment will be applicable only to those Government employees who retire on Medical Invalidation five (5) years before they attain the age of superannuation. Therefore the required period of 5 years of left over service is to be reckoned from the date of issue of orders of retirement on Medical Invalidation. It is further clarified that in cases where the Government employees do not have five (5) years of service before the employees attain the age of superannuation at the time of considering such cases by the State Level Committee or District Level Committees, the respective Committees after scrutiny of Medical Invalidation certificates in those cases may be recommend only for retirement of such Government employees on Medical Invalidation as per the certificate issued by the Medical Board.

N.V.H. SASTRY
Secretary to Government (Services)

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER-A) DEPARTMENT

Memo.No.8421/Ser-A/99-7 **Dated 27-07-1999**

Sub:- Public Services - Subordinate services - compassionate appointment of dependents of the deceased Government employees as well as Government employees who retire on Medial Invalidation – - Further – Instructions – Issued - Regarding.

Ref:- 1. G.O.Ms.No.687, G.A. (Ser-A) Dept., dt: 3-10-1977

2. Govt. Memo No.618/Ser-A/78-11, dt: 17-12-1979.

3. G.O.Ms.No.504, G.A. (Ser-A) Dept., dt: 30-7-1980.

***

In the G.O. first cited orders were issued for providing permanent relief to the deserving bereaved members of the family of the deceased Government servants by providing a job to the spouse of the dependent children of Government Servants who die in harness while in service, subject to the conditions mentioned therein. In the Memo second cited, certain clarifications were issued in regard to the scope of the orders issued in the G.O.first cited. In the G.O. third cited while issuing orders for appointments of spouse/son/daughter of a Government employee who retires on medical invalidation subject to the conditions specified therein, it was also ordered therein that the clarifications issued in the Memo second cited shall also apply to the cases of compassionate appointments on Medical Invalidation to the extent necessary to the context of those orders.

2. It has been clarified, among other things, in item (3) of the Government Memo. second cited that the person seeking employment can declare that no other member in the family is earning and in case, the declaration is found defective at a latter date, his/her service liable to be terminated besides any other action that would be taken under law.

3. Government further direct that in cases of compassionate appointments to the dependents of deceased government employees who die in harness while in

service as well as to the dependents of Government Employees who retire on Medical Invalidation, the appointment orders must be issued only after the appointing authority makes an enquiry and comes to the conclusion that there is no earning member in the family other than the applicant and that he appends a certificate accordingly in the appointment order.

N.V.H. SASTRY
Secretary to Government (Services)

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER-A) DEPARTMENT

Memo.No.46187/Ser-A/99-3 **Dated 06-09-1999**

Sub:- Public Services - Subordinate services - compassionate appointment of dependents of the Government employees who retire on Medial Invalidation – Regarding.

Ref:- 1. G.O.Ms.No.214, G.A. (Ser-A) Dept., dt: 9-6-1998

2. G.O.Ms.No.570, G.A. (Ser-A) Dept., dt: 17-12-1998.

3. Govt. Memo No.31461/Ser-A/99-1, G.A.D., dt: 31-05-1999

***

In the G.Os. cited orders have been issued prescribing suitable safeguards and procedures duly constituting the Medical Teams (Medical Boards), District Level Committee of Officers and State Level Committee of Officers to prevent any misuse of the scheme of the compassionate appointments to the dependents of Government employees who retire on Medical Invalidation.

2. Among other things, in para 5(1) of the G.O.first cited while constituting Medical Teams (Medical Boards) for issuing Medical Reports/ Certificates to the Government employees who are seeking retirement on Medical Invalidation. It has been ordered therein that among the Medical Teams (Medical Boards) one shall be a specialist in the disease/ illness with which the employee is suffering

from and seeking Medical Invalidation and in case of a lady employee seeking medical invalidation there shall be a lady Civil Surgeon in the Medical Board.

3. In the Government Memo. third cited the Director of Medical Education and the Commissioner of Andhra Pradesh Vaidhya Vidhana Parishad are requested to issue suitable instructions to the Superintendents of Teaching Hospitals and to the District Co-ordinators of the Hospitals in the District Head Quarters respectively, for inclusion of a specialist in the disease/illness with which the employee is suffering from and seeking Medical Invalidation and in case of a lady employee to include a lady Civil Surgeon in the Medical Teams (Medical Boards) in accordance with the orders issued in the G.O. first cited in order to ensure that in future Medical examinations result in proper evaluations.

4. The State Level Committee of Officers during their meeting on 07.08.1999 under the Chairmanship of Special Chief Secretary to Government and Chairman, Commissionerate of Inquiries General Administration Department, while scrutinising the proposals relating to retirement on Medical Invalidation and consequential proposals for compassionate appointments to the dependents of certain Government employees of Heads of Departments have observed during consideration of the cases that the name designation and specialisation of the Civil Surgeons who have issued the Medical Invalidation Certificates are not being indicated in the Medical Invalidation Certificates. Therefore it is very difficult to identify as to wherever the Medical Boards consist of the Specialists in the disease/illness with which the employees suffering from and seeking medical invalidation. Therefore the State Level Committee of Officers recommended for issue of suitable instructions in this regard.

5. The Director of Medical Education and the Commissioner of Andhra Pradesh Vaidhya Vidhana Parishad are therefore requested to issue suitable instructions to the Superintendents of Teaching Hospitals and to the District Co-ordinators of the Hospitals in the District Head quarters respectively to ensure that the name (in Block letters), designation and specialisation of the Members of the Medical Board, who are issuing the Medical invalidation certificates, be indicated specifically in the Medical Invalidation Certificates.

N.V.H. SASTRY,
SECRTARY TO GOVERNMENT (SER.)

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.A) DEPARTMENT

Circular Memo. No.54016/Ser.A/99-1 **dated 06-10-1999**

Sub: Public Services - Compassionate appointment of Spouse of the Government employee who retired on medical invalidation - Observation of upper age limit - Certain clarification - Issued.

Ref: 1. G.O.Ms.No.687, Genl.Admn. (Ser.A) Dept., dt.3-10-1977.
2. Govt. Memo.No.618/Ser.A/78-11, G.A.D., dt.17-12-1979.
3. G.O.Ms.No.504, Genl.Admn. (Ser.A) Dept., dt.30-7-1980.
4. Govt. Memo.No.1094/Ser.A/92-1, G.A.D., dt.23-12-1992.

* * *

In item (16) of Government Memo 2nd cited, it was clarified among other things, that if the eligible children of the deceased Government servant are minors, his/her spouse may seek employment under the scheme and in such cases, no upper age limit need be prescribed. Subsequently it has been further clarified in Government Memo 4th cited that the spouse of the deceased employee be appointed initially on temporary basis and if such appointment requires relaxation of age, necessary proposals shall be sent to the administrative department concerned in Government for relaxation of the age rule.

2. In G.O. 3rd cited, orders have been issued for appointment of son/daughter/spouse of a Government employee, who retires on medical invalidation subject to the conditions specified therein, as also in various orders issued on the scheme from time to time. In para (4) of the aforesaid G.O. it has been ordered that the clarifications issued in Memo 2nd cited shall also apply to the case of compassionate appointment under this G.O. to the extent necessary to those orders.

3. However, cases are being referred to Government seeking clarifications on the upper age relaxation in case of spouse of the Government employee who retires on medical invalidation for providing compassionate appointments.

4. It is clarified that upper age limit concession is allowed in case of compassionate appointment in respect of spouse of a Government employee, who retires on medical invalidation subject to the condition that one should have completed 18 years of age and should not have completed the age of superannuation as per rules as on the date of such application. As such, in case of appointments to the post of Junior Assistant or equivalent post etc., the spouse of the Government employee who retires on medical invalidation may be appointed initially on temporary basis by the appointing authority and if such an appointment requires relaxation of age, necessary proposals shall be sent to the concerned administrative department in Government for taking further action for relaxation of the upper age rule. However in case of Compassionate appointments to the posts carrying the scale of pay less than that of Junior Assistant, the Heads of Departments, concerned are competent under rule 32 of A.P. State and sub-ordinate Service Rules 1996 for such upper age relaxation in respect of spouse of the Government employee who retires on Medical Invalidation.

N.V.H. SASTRY,
SECRETARY TO GOVERNMENT (SER.)

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER-A) DEPARTMENT

Memo.No.68216/Ser-A/99-1 **Dated 15-12-1999**

Sub:- Public Services - Subordinate services - compassionate appointment of Son/Daughter spouse of the Govt. employees who retire on Medical Invalidation - Further Instructions - Regarding.

Ref:- 1. G.O.Ms.No.214, G.A. (Ser-A) Dept., dt: 9-6-1998

2 G.O.Ms.No.570, G.A. (Ser-A) Dept., dt: 17-12-1998.

3. Govt. Memo. No.4241/Ser-A/99-1, Dt. 28-1-1999.

***

In the G.O. second cited orders have been issued amending the G.O. first cited to the effect that the Deputy Secretary/ Joint Secretary/ Additional Secretary to Government of General Administration (Services) Department, shall be the member/ Convenor of the State Level Committee of Officers and the proposals in respect of the cases of Government employees of Heads of Departments/Secretariat Departments shall be placed before the State Level Committee of Officers through General Administration (Services) Department in Secretariat based on the recommendations of the Medical Board.

2. In the Government Memo. third cited a proforma has been prescribed to Heads of Departments and Departments of Secretariat for submitting the proposals of retirement on Medical Invalidation as well as consequential proposals of compassionate appointments on medical invalidation in respect of the cases of Heads of Departments and Departments of Secretariat for placing before State Level Committee for their consideration. The proforma prescribed in the Govt. Memo. third cited has been reviewed and a revised proforma is enclosed..

3. All the Heads of Departments are therefore requested to send the proposals in respect of their employees relating to retirement on Medical Invalidation and consequential proposals for compassionate appointments to their dependents along with their recommendations, in the proforma enclosed to this Department through

their respective administration departments in Secretariat for placing before the State Level Committee of officers for their considerations and recommendations.

4. All the Department of Secretariat are also requested to send the proposals if any, respect of the employees of Secretariat departments in the proforma enclosed for placing before the State Level Committee of officers for their consideration and recommendations.

N.V.H. SASTRY

Secretary to government (Services)

PROFORMA TO BE FILLED UP FOR MEDICAL INVALIDATON CASES

1. Name of the retiring employees :
2. Date of the Birth :
3. Designation :
4. Date of Superannuation :
5. Name of the Medical Board by which the Medical Invalidation Certificate was issued and the date on which the said certificate was issued. :
6. Whether the certificate is issued in accordance witht he orders issued in G.O.Ms.No.214, G.A. (Ser-A) Dept. dated 09-06-1998 read with Govt. Memo No. 31481/Ser.A /99-1, dt. 31-5-99 and Govt. Memo.No.31461/Ser.A/99-3 dt. 6-9-99. :
7. Whether the employee has already been retired on Medical Invalidation, if so, the date on which he was retired and the service left to attain the age of Superannuation as on that date. :

8. Whether the employee is having 5 years of service for attaining the age of Superannuation as on the date of retiring on Medical Invalidation. :

9. If the employee is still in service what is the service left to attain the age of Superannuation. :

10. Whether the proposal fulfills the conditions laid down in G.O.Ms.No.504 G.A. (Ser.A) Dept, dated 30-07-80 and G.O.Ms.No.309, G.A. (Ser.A) Dept,, dated:04-07-1985, if so, :

(a) whether the conditions of the family is indigent and an great distress.

(b) Whether the appointing authority made an enquiry and came to the conclusion that the family of the government servant being retired on medical grounds has no other means of subsistence/support except by government giving employment to the dependant as proposed. :

(c) Relationship of the applicant for compassionate appointment with the retiring person. :

(d) whether the application was submitted with in a period of one year from the date of retirement of Government servant. :

11. Date of birth and Age of the applicant who applied for Compassionate appointment. :

12. Qualifications of the applicant who applied for Compassionate appointment. :

13. Post to which the applicant is eligible (jr. Asst. or equivalent post or any other lower post) :

14. Whether vacancy is available to appoint the applicant in the Office. :

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER-A) DEPARTMENT

G.O.Note.No.59912/Ser-A/98-5 **Dated 25-01-2000**

Sub:- P.S. compassionate appointments of Son/Daughter spouse of the Government employee who retired on Medical Invalidation - Particulars called for - Reg.

Ref:- 1. Govt. Memo.No.59912,/ (Ser-A)/98-4, dated:21-01-2000.

***

The attention of all the Departments of Secretariat invited to the Government Memo. cited and they are requested to obtain information on the following points that were mentioned in the memo cited, in respect of the Offices of the Heads of Departments under their administrative control and furnish the consolidated information along with the information of their Department in Secretariat by 29-01-2000 positively.

(a) The number of cases of compassionate appointments to the dependents of Government employees who retired on Medical Invalidation that are pending on or before 31-07-1996 for want of vacancies.

(b) The number of cases of compassionate appointments on Medical Invalidation that are pending during the period from 01-08-96 to 09-06-1998 for want of vacancies in those Departments.

(c) The number of cases of Government employees who were actually having (5) years left over service as on the date of issue of Medical Invalidation certificate but subsequently do not have (5) years of services on the date of considering the case by the State Level Committee.

2. All the Heads of Departments are requested to furnish the information called for in the Government Memo. cited to their respective administrative departments in Secretariat in order to enable their administrative department in Secretariat to furnish consolidated report to General Administration Department.

N.V.H. SASTRY
Secretary to government (Services)

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Service -Subordinate Services - Compassionate Appointment of Son / Daughter/Spouse of the Government Employees who Retire on Medical Invalidation scheme Dispensed with - Orders - Issued

---

GENERAL ADMINISTRATION (SER-A) DEPARTMENT

G.O.Ms.No.202 **Dated:27-04-2002**

Read the following:-

1. G.O.Ms.No.504, G.A. (Ser-A) Deptt., dt. 30-07-1980
2. G.O.Ms.No.309, G.A. (Ser-A) Deptt., dt. 04-07-1985
3. G.O.Ms.No.214, G.A. (Ser-A) Deptt., dt. 09-06-1998.

ORDER:

Whereas in the G.Os, first, second and third read above Government issued orders for appointment of a son/daughter/spouse of the Government Employees who retire from service on Medical Invalidation under article 441 of the Andhra Pradesh Pension Code (Volume-I) subject to certain conditions specified therein, including a restriction that this benefit would be applicable to only those Government Employees who retire on medical invalidation (five) years before the employees attain the age of Superannuation.

2. And whereas the High Court of Andhra Pradesh in W.P.No.13489/2000 and batch, in its judgement dated 12-10-2001, held that the scheme of compassionate appointment to dependents of Government employees who retire on medical invalidation is unconstitutional and violative of Article 16 of Constitution of India.

3. And whereas, after careful examination of this Judgement of the High Court of Andhra Pradesh, the Government have decided to dispense with the scheme of Compassionate appointment to dependents of Government Employees who retire on Medical Invalidation as the same is violative of the Article 16 of constitution of India.

4. Accordingly, the orders issued in the G.Os. first, second and third read above are hereby cancelled. Consequently, the orders / instructions issued from time to time on the scheme of compassionate appointment to dependents of Government Employees who retire on Medical Invalidation, shall be deemed to have been cancelled.

(BY ORER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

P.V. RAO,
Chief Secretary to Government

To
The All Departments of Secretariat.
The All Heads of Departments.
All District Collectors.
All District Judges.
All Chief Executive Officers, Zilla Praja Parishad, Andhara Pradesh.
The Principals of All Medical Colleges in Andhra Pradesh.
All the Superintendents of Government General Hospital, Visakhapatnam/Kakinada/Guntur/Warangal/Tirupati/Kurool/Osmania General Hospital, Andhra Pradesh, Hyderabad/Gandhi General Hospital, Secunderabad.
All District Co-ordinators of Hospitals/District Head Quarters Hospitals.
Copy to:
The Health Medical & Family Welfare Department.
The Finance Department.
The General Administration (Cabinet) Department.

The Law (e) Department

The Diector of Medical Education, Andhra Pradesh, Hyderabad.

SF/SC

(FORWARDED BY ORDER)

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services-Subordinate Service -Compassionate Appointment of Son/Daughter/ Spouse of the Government Employees who retire on Medical Invalidation Scheme Dispensed with Further - Orders - Issued.

GENERAL ADMINISTRATION (SER.A) DEPARTMENT

G.O.Ms.No.203 **Dated: 27-04-2002**

Read the following:

1. G.O.Ms.No.504, G.A. (Ser-A) Dept., dt.30-07-1980.
2. G.O.Ms.No.309, G.A. (Ser.A) Dept., dt.04-07-1985.
3. G.O.Ms.No.214, G.A. (Ser.A) Dept., dt.09-06-1998.
4. G.O.Ms.No.202, G.A. (Ser-A) Dept., dt.27-04-2002.

* * *

ORDER:

In the G.O. fourth read above, orders were issued canceling the Scheme of Compassionate appointment to the dependent of Government Employees who retire on Medical Invalidation, as a consequence to the judgement dated 12-10-2001 of the High Court of Andhra Pradesh in W.P.No.13489/2000 and batch.

2. The following further orders are issued in this regard:-

(i) The scheme of Compassionate appointment to the dependents of Government Employees who retire on Medical Invalidation is in force since a long time. The appointments already so far made shall be allowed to stand as it is.

(ii) Appointments Not so far made shall be stopped while allowing the retirement on Medical Invalidation treating such retirement as if made under rule 37 of the Andhra Pradesh Revised Pension Rules, 1980;

(iii) Pursuant to agreement entered into with the employees Associations on 23rd April, 2001 on liberalisation of the Medical Invalidation Scheme, certain relaxations were made to consider Compassionate appointments. By this time, if any appointments were made, they may be continued.

(iv) Pursuant to the agreement with the Joint Action Committee of employees on 24th March, 2002 on Medical Invalidation Scheme, in respect of the cases where the employees have taken retirement on Medical Invalidation, but appointments were not made to the dependents due to Administrative delay by 12th October, 2001 i.e. the date of the Judgement of the High Court of Andhra Pradesh, wherein the Scheme of Compassionate appointment in Medical Invalidation cases is held un-constitutional, the legality of providing employment under Medical Invalidation Scheme will be examined separately and orders thereon will be issued separately.

(iv) The Finance Department who are Administratively concerned with the Andhra Pradesh Revised Pension Rules, 1980 will amend the rule 37 of Andhra Pradesh Revised Pension Rules, 1980, which was issued earlier in G.O.Ms.No.35, Finance & Planning (Fin.Pen.I) Department, dated 10-04-2000, suitably in due course.

(vi) Any cases of retirement on medical invalidation, henceforth, shall be dealt under the relevant provisions of Andhra Pradesh Revised Pension Rules, 1980 only.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

P.V.RAO,
CHIEF SECRETARY TO GOVERNMENT.

To
The All Departments of Secretariat.
The All Heads of Departments.
All District Collectors.
All District Judges.
All Chief Executive Officers, Zilla Praja Parishad, Andhara Pradesh.
The Principals of All Medical Colleges in Andhra Pradesh.
All the Superintendents of Government General Hospital, Visakhapatnam/Kakinada/Guntur/Warangal/Tirupati/Kurool/Osmania General Hospital, Andhra Pradesh, Hyderabad/Gandhi General Hospital, Secunderabad.
All District Co-ordinators of Hospitals/District Head Quarters Hospitals.
Copy to:
The Health Medical & Family Welfare Department.
The Finance Department.
The General Administration (Cabinet) Department.
The Law (e) Department
The Director of Medical Education, Andhra Pradesh, Hyderabad.
SF/SC

(FORWARDED BY ORDER)

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Subordinate Services - Scheme of Compassionate Appointment to the dependents of deceased Government Employees who die in harness - Conditional appointments to the candidates who do not posses minimum Educational/Typewriting qualifications to hold the posts of Typist-cum-Assistants and Typists - Further Orders - Issued.

GENERAL ADMINISTRATION (Ser.A) DEPARTMENT

G.O.Ms.No.87 **Date : 23-3-1998**

Read the following:-

1. G.O.Ms.No.612, Genl. Admn. (Ser.A) Dept., dated 30-10-1991.
2. G.O.Ms.No.577, Genl. Admn. (Ser.A) Dept., dated 29-10-1993.
3. G.O.Ms.No.76, Genl. Admn. (Ser.A) Dept., dated 15-3-1995.
4. G.O.Ms.No.969, Genl. Admn. (Ser.A) Dept., dated 27-10-1995.

* * *

ORDER :-

In para 2 (vii) of the G.O. first read above, it has been ordered that where Typewriting is an essential qualification to a post of the candidates who do not possess the qualifications may be considered for appointment to such categories of posts under the scheme of compassionate appointments, subject to the condition that they should acquire such qualification within two years after such appointment. It was also ordered in para 2 (viii) of the said G.O. that the minimum qualification required to hold the post of Junior Assistant in Heads of Departments/Directorates is a Degree and in Subordinate offices Intermediate and the candidates for compassionate appointment who do not possess the said qualifications can be considered for appointment, if they possess atleast Intermediate/Tenth Class qualifications respectively by giving reasonable time to acquire higher qualification prescribed under rules to hold such post.

2. Subsequently in G.Os, second and third read above, Government have directed that a maximum, period of (3) three years to acquire Intermediate qualification and (5) five years to acquire Degree qualification

be allowed in respect of candidates appointed on compassionate grounds to the posts of Junior Assistants in Subordinate Offices and Heads of Departments and Secretariat as the case may be.

3. The Government had an occasion to review these orders and decided to bring more clarity and issue specific guidelines in such a way that the work in the offices of Secretariat Heads of Departments and District Subordinate Offices does not suffer while making conditional appointments to the dependents of deceased Government Employees to the posts of Typist-cum-Assistants and Typists in these offices. Accordingly the following orders are issued.

(a) The dependent of deceased Government employee can be considered for conditional appointment as Typist-cum-Assistant in Secretariat Departments under the scheme of compassionate appointments with a condition to acquire the requisite typewriting qualification and educational qualification prescribed for the post within the stipulated period specified in the G.Os first and second read above provided the dependent possess atleast Intermediate and also typewriting qualification in lower grade in Telugu and English.

(b) A dependent of the deceased Government Employee who possesses Typewriting Higher in Telugu and pass in Intermediate but does not possess the degree qualification may be considered for conditional appointment as Typist-cum-Assistant in Secretariat Departments on compassionate grounds subject to the condition that he/she should acquire the Degree qualification within a period of five years as stipulated in G.O. second read above.

(c) Similarly a dependent of the deceased Government employee who possesses Typewriting Higher in English and pass in Intermediate but does not possess typewriting higher in Telugu and Degree may be considered for conditional

appointment as Typist-cum-Assistant in Secretariat Department on compassionate grounds, subject to the condition that he/she should acquire typewriting higher in Telugu within two years and Degree within five years, as stipulated in G.Os first and second read above.

(d) Further, the dependent of the deceased Government employee who possesses a Degree qualification and typewriting Higher or Lower in English or Typewriting Lower in Telugu, may be considered for conditional appointment as Typist-cum-Assistant in Secretariat Departments on compassionate grounds, subject to the condition that he/she shall acquire typewriting Higher in Telugu within two years as stipulated in G.O. first read above.

(e) If the dependents of deceased A.P. Secretariat employees possess a Degree qualification only but do not possess either typewriting higher or lower in English or typewriting Lower in Telugu shall not be considered for conditional appointment as Typist-cum-Assistant in Secretariat Departments but they may be considered for appointment as Jr. Assistant in Heads of Departments through the Nodal agency viz., General Administration (IC) Department.

(f) The dependent of the deceased Government employee can be considered for conditional appointment as Typist in the offices of Heads of Departments and District Subordinate Offices under the scheme of compassionate appointments with a condition to acquire the requisite educational qualification and typewriting qualification prescribed for the post within the stipulated period specified in G.Os first and second read above, provided the dependent possess atleast Tenth Class qualification and also typewriting qualification in lower grade in Telugu or English.

(g) Similarly a dependent of the deceased Government employee who possesses typewriting Higher or Lower in English or Typewriting Lower in Telugu and pass in Intermediate, but does not possess typewriting Higher in Telugu may be considered for conditional appointment as Typist in the Offices of Heads of Departments and District Sub-ordinate Offices on compassionate grounds subject to the condition that he/she shall acquire the qualification of typewriting higher in Telugu within the prescribed period stipulated in G.O. first read above.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

N.V.H. SASTRY
SECRETARY TO GOVERNMENT

To

All Departments of Secretariat.
All Heads of Departments.
All District Collectors.
All District Judges
All Chief Executive Officers, Zilla Parishads
All District Employment Officers.
Copy to:-
The Pay and Account Officer, Hyderabad.
Genl. Admn. (SU.III)/(IC) Department
Genl. Admn. (OP.IV) Department.
All Service Sections in Genl. Admn. Department.
The Law (Scrutiny Cell) Department.
SF/SC.

/ / Forwarded By Order / /

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SER.A) DEPARTMENT

Circular Memo.No.60681/Ser.A/2003-1 **Dated: 12-8-2003.**

Sub:- Public Services - Compassionate Appointments Compassionate appointments to the dependents of deceased Government Employees - Existing instructions consolidated - Communicated.

*****

The Scheme of compassionate appointment to the dependents of deceased Government employees is in force as per the orders issued in G.O.Ms.No.687, General Administration (Ser.A) Department, dated 3-10-1977. Instructions/Clarifications/Further orders were issued from time to time in the matter. A Hand Book (Booklet No.3) containing various orders issued is prepared and communicated.

2. It is now considered desirable to communicate a summary of the orders/instructions on the scheme of compassionate appointments to the dependents of the deceased Government Employees for use of all concerned. Accordingly, a comprehensive note on the Scheme of compassionate appointment to the dependents of the deceased government employees, is enclosed.

B. ARAVINDA REDDY
SECRETARY TO GOVERNMENT (SER.)

To

All Departments of Secretariat.
All Heads of Departments.
All District Collectors.

/ / Forwarded By Order / /

SECTION OFFICER

THE SCHEME OF COMPASSIONATE APPOINTMENT TO THE DEPENDENTS OF GOVERNMENT EMPLOYEES WHO DIED IN HARNESS AND WHO ARE FOUND MISSING AND WHERE ABOUTS NOT KNOWN.

I. The objective of the Compassionate Appointment Scheme:

The scheme of compassionate appointment is a social security measure to help families of deceased Government employees.

Under the scheme, the following are eligible for appointment to a job in Government Service.

(i) One of the dependent family members of the deceased government employee who die in harness, there being no other earning member in the family.

(ii) One of the dependents of the Government employee, who has disappeared and whose whereabouts are not known for more than 7 (seven) years, subject to the following conditions:

(a) A request for grant of the benefit of compassionate appointments can be considered only after a lapse of 7 (seven) years from the date from which the Government servant has been missing, provided that:

(i) An FIR (First Information Report) to this effect has been lodged with the police:

(ii) The police report shall certify that the missing Government employee is not traceable: and

(iii) the competent authority feels that the case is genuine:

(b) This benefit shall not be applicable to the case of a Government servant:-

(i) Who had less than 7 (seven) years to retire on the date from which the FIR is filed: and/ or

(ii) who is suspected to have committed framed or suspected to have joined any terrorist/extremist organisation or suspected

to have gone abroad.

(c) While considering the request for compassionate appointment the result of the police investigation shall also be taken into account:

(d) Applications for compassionate appointment from the dependents of such missing Government employees shall be entertained within a period of one year from the date of completion of 7 (Seven) years from the date of filing FIR with police.

(e) A decision on any such request for compassionate appointment shall be taken only at the level of the Secretary to Government of the respective administrative Department concerned and only after receipt of the approval from the concerned Secretary to Government, the respective appointing authorities shall issue necessary orders to appoint the eligible dependent of such missing Government employee as per the existing instructions on the scheme of compassionate appointments to the dependents of deceased Government employees in addition to the above conditions, if there is a vacancy readily available in the department.

(f) A bond shall be obtained from the dependent of such missing Government employee, whose whereabouts are not known for more than 7 (seven) years that in the event of appearance of such missing Government employee at a later date or proved that such missing Government employee is alive anywhere, the services of the persons so appointed are liable for termination.

II Dependent family member means:-

(a) Spouse
(b) Son/Daughter } of regular Govt. employees.

i) In the family of the deceased government employee, if the son who is employed is separated from the family and if the family is without an earning member, the spouse/son/daughter out of the

remaining family may be considered for compassionate appointment.

ii) The adopted son or daughter of the deceased Government servant may be considered for appointment, if the adoption had taken place legally, atleast five years prior to the date of demise of the Government Servant.

When there is only a married daughter to the deceased Government employee without older or younger brothers or sisters and the spouse of the deceased Government employee is not willing to avail the compassionate appointment, such married daughter maybe considered for compassionate appointment, provided she is dependent on the deceased Government employee.

Where the unmarried daughter of the deceased employee who is otherwise eligible on the date of the death of the deceased government employee and she is also eligible as an unmarried daughter the day she has applied for compassionate appointment but subsequently gets married before she could be appointed due to administrative delays in issuing the appointment orders, such married daughter of the deceased Government employee is eligible for compassionate appointment provided she applied for the post within the prescribed time limit before her marriage and subject to satisfying other conditions and instructions issued on the scheme from time to time.

Where the deceased employee does not have any male child but leaves behind him a married daughter and an unmarried minor daughter, the choice of selecting one of them for appointment under the social security scheme shall be left to the mother.

(Y) More than one married daughter available one of the married daughter can be considered Memo. 1164 dt 3-10-13

(c) In case of Un-Married Government Employee.

The Younger brother / sister of the deceased Government servant who remained unmarried.

A widow appointed on compassionate grounds will be allowed to continue in service even after re-marriage.

III. POST TO WHICH THE APPOINTMENTS CAN BE MADE:

Appointment under the scheme can be made to the post of Junior Assistant or for any other category of posts whose pay is equal or less than that of Junior Assistant. If this condition is satisfied the appointments can be made for the post such as Police Constable in Police Department, Excise Constables in Excise Department, Helper Grade-I and Grade-II in Forest Department, Leading Fireman/ Firemen in Fire Service Department.

IV. NATURE OF APPOINTMENT:

The temporary appointment of a spouse or any dependent of a deceased Government servant can be considered for regular appointment without subjecting them to the normal process of recruitment as provided in the relevant recruitment rules provided such family members of the deceased servant satisfy other conditions of recruitment prescribed in the rules such as age and educational qualification However;

(a) a formal notification of vacancy may be made to the Employment Exchange;

(b) after filling up the vacancy, the appointing authority will furnish all relevant particulars of the candidate to the Employment Exchange.

(c) Such appointments should be made under intimation to the Director, Employment and Training excepting in case of High Court.

These appointments are outside the purview of District Selection Committees/Andhra Pradesh Public Service Commission.

The application for appointment shall be submitted by the dependents within one year from the date of demise of the Government Employee.

In case the dependent children are minors, below 18 years of age, if such minors attain the age of 18 years within two years from the date of death, the application for appointment will be considered for compassionate appointment.

As the Scheme of compassionate appointment is to provide immediate relief to the family in distress of deceased Government employee, orders on re-deployment of surplus man power or any ban on recruitment are not applicable for the appointment made under the compassionate appointment scheme.

If the dependent of the deceased Government employee is Women, she may be considered for compassionate appointment any where in the State, where she feel secured.

V. THE COMPETENT AUTHORITY:-

The appointing authority is the competent authority to make appointments.

VI. ELIGIBILITY:

(a) The maximum age limit shall be 33 years for Open Category, and for Scheduled Caste/Scheduled Tribe/Backward Classes 5 (Five) years age concession shall be given.

(b) The qualifications as prescribed in the Rules for the post for which the compassionate appointment is made;

(c) The eligibility of the candidate in terms of his/her educational qualification has to be reckoned with the date of application of the dependent of the deceased Government Employee for appointment, as the applications for appointment from such persons shall be entertained within a period of one year from the date of occurrence of the death of Government servant.

(d) The spouse of the deceased employee may be appointed initially on temporary basis by the appointing authority after being allotted by the nodal agency concerned and if such an appointment requires relaxation of age, necessary proposal should be sent to the administrative department concerned in Government for taking further action for relaxation of the age rule.

VII. APPOINTMENTS SUBJECT TO ACQUIRING QUALIFICATION:

A minimum period of 3 years to acquire Intermediate qualification and 5 years for acquisition of Degree qualification be allowed in respect of candidates appointed to the posts of Junior Assistants in the Subordinate Offices and Heads of Departments and Secretariat Departments as the case may be, The period should be reckoned from the date of appointment of the individual concerned.

A further period of 2 years as grace period will be allowed to acquire the academic / Technical qualification.

If the candidate could not acquire the prescribed qualification within the time allowed he/she will be considered for appointment to the lower post, on the request of the individual, otherwise, will be discharged from service.

VIII. PROCEDURE TO BE FOLLOWED :

The compassionate appointment shall be in the unit of appointment wherein the deceased employee was working.

If there is no vacancy, such cases shall be sent to the District Collector who is the Nodal Authority to make compassionate appointment and for allotment of candidates to any of the Departments at the District Level.

The District Collectors are empowered to create supernumerary posts to an extent of 5 posts to consider compassionate appointment in a Calendar Year, when there are no vacancies in any of the Departments at District Level.

In respect of the Heads of Department in twin cities, the creation of the Supernumerary post will be considered by the General Administration (IC) Department.

(i) The supernumerary shall be created in the unit of appointment of the Department concerned. Wherein the deceased employee was working and in whose case the compassionate appointment could not be made. In case of necessity for creation supernumerary post over and above the limit of 5 posts, the District Collector may send a proposal to the concerned administrative department in Secretariat

with full details.

(ii) The compassionate appointment shall be against direct recruitment quota.

If the dependent of the deceased Government employee happens to be a non local, such persons shall be appointed in the non-local quota as per the Presidential Order as per the Six Point Formula.

(iii) Cases of appointment of dependents (spouse, son and unmarried daughter) of the deceased Government employees to posts included in the A.P. Last Grade Service involving relaxation of age, educational qualifications etc., need not be referred to Government in future. The appointing authority is authorised to make purely temporary appointments in the above cases. The regular appointments in these cases would however, be made only after the relevant rules wherever necessary are relaxed in favour of the concerned individuals by the concerned Head of the Department.

(iv) The Rule of reservation as per Rule 22 of Andhra Pradesh State and Subordinate Service Rules shall be followed.

The O.C. vacancy available, can be utilised for appointing the S.C./S.T./B.C. candidates under the scheme of compassionate appointments to the dependents of deceased Government employees even if there are no vacancies available for these reserved categories as per the roster instead of creating supernumerary posts. The supernumerary post has to be created only in the absence of the vacancy meant for O.C. category. Similarly in case of O.C./S.C/S.T/B.C candidates, if there is no immediate vacancy for that particular community and if O.C. vacancies are available in the roster after certain reserved category vacancies, such O.C. vacancies can be utilised, by-passing the immediate S.C./S.T./B.C. vacancies for accommodating and appointing the O.C./S.C/S.T./B.C. candidate under the scheme of

compassionate appointments.

IX. PAYMENT OF EX-GRATIA:

The quantum of Ex-gratia to be paid to the distressed family of a deceased employee where the relief by way of appointment of the dependents cannot be considered to the widow, dependent of the deceased employee, as the case may be is indicated below:

Class-IV employees	Rs.20,000
Non Gazetted Officers	Rs.30,000/-
Gazetted Officers	Rs.40,000/-

The Ex-gratia mentioned above should be sanctioned, only in cases of death in harness and where the family has no other earning member in the family and no suitable person for appointment under the scheme of compassionate appointments is available. The children should be minors and the spouse/or any other dependent does not avail compassionate appointment.

The amount should be drawn and disbursed by the Drawing Officer of the concerned Office in which the deceased Government servant worked.

X. UNDERTAKING:

In the offer of appointment on Compassionate grounds to the dependents of deceased Government employees the following condition, among others, should be incorporated:

"An undertaking in writing should be given that he/she (the person appointed) will maintain properly the other family members who were dependent on the Government servant (deceased Government

employee/Government Employee who retired on medical invalidation) and in case it is proved subsequently (at any time) that the family members are being neglected or are not being maintained properly by him/her the appointment may be terminated forthwith"

The appointment on Compassionate grounds can be terminated on the ground of noncompliance of any conditions stated in the offer of appointment after providing an opportunity to the compassionate appointee by way of issue of show cause notice asking him/her to explain why his/her services should not be terminated for noncompliance of the condition in the offer of appointment and it is not necessary to follow the procedure prescribed in the Andhra Pradesh Civil Services (Classification Control and Appeal) Rules / Andhra Pradesh State and Subordinate Service Rules or any rules in force.

The power of termination of services for non-compliance of the conditions in the offer of compassionate appointments shall be exercised by the Secretary to Government of the administrative Department concerned in respect of appointments in the Department of Secretariat or the Head of the Department in the case of other offices.

B. ARAVINDA REDDY
SECRETARY TO GOVERNMENT(SER.)

GOVERNMENT Of ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.A) DEPARTMENT

MEMO.NO.116417/SER.A/2003-1,
DATED:08-10-2003.

Sub:- Public Services - Compassionate Appointments to the dependents of deceased Government employees - Compassionate appointment to the dependent married daughter - Certain clarification - Issued.

Ref:- 1. G.O.Ms.No.687, G.A. (Ser.A) Deptt., dt:3-10-1977.
2.G.O.Ms.No.612, G.A. (Ser.A) Deptt., dt: 30-10-1991.
3.G.O.Ms.No.350, G.A. (Ser.A) Deptt., dt: 30-7-1999.
4. Memo.No.55769/Ser.A/99-3, G.A.(Ser.A) Deptt., dt: 27-1-2000.
5. Representation from President, Andhra Pradesh Non-Gazetted Officers' Association, Hyderabad dated 28-8-2003.

* * *

As per the scheme of compassionate appointment to the dependents of deceased Government Employees the dependent married daughter may be considered for compassionate appointment when the deceased employee was having only a married daughter and the spouse is not willing to avail the compassionate appointment or the spouse is not eligible for compassionate appointment.

2. In the reference 5th cited the President, Andhra Pradesh Non-Gazetted Officer's Association has requested for a clarification whether the compassionate appointment may be considered to one of the dependent married daughters when the deceased Government employee was having married daughters more than one.

3. It is clarified that the policy of the Government is to provide compassionate appointment to the dependents of deceased Government employees to help the family in distress and accordingly if the deceased government employee was having more than one dependent married daughter and when the spouse of the deceased Government employee is not willing to avail the compassionate appointment, one of the dependent married daughters may be considered for compassionate appointment, subject to eligibility as per the scheme of compassionate appointment.

B. ARAVINDA REDDY
SECRETARY TO GOVERNMENT (SER.)

To
The All Departments of Secretariat.
The All Heads of Departments ..
All District District Collectors.

// Forwarded by order //

SECTION OFFICER

GOVERNMENT Of ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.A) DEPARTMENT

MEMO.NO.140733/SER.A/2003-1, DATED:14-11-2003.

Sub:- Public " Services - Compassionate appointment - Compassionate appointments to the dependents of deceased Government employees - Certain clarification - Issued.

Ref: - 1. G.O.Ms.No.687, G.A.(Ser.A) Department, dt.3-10-1977.
2. G.O.Ms.No.612, G.A.(Ser.A) Department, dt.30-10-1991.

* * *

In the G.O. first cited, orders were issued on the Scheme of Compassionate appointment to the dependents of deceased Government employees. Among others, it is mentioned that the candidates eligible for appointment under this measure shall be the spouse of the deceased Government servant or the dependent children of the deceased Government servant who died in harness, there being no other earning member in the family. Further instructions were issued in the G.O. second cited, among others, that where the deceased employee does not have any male child but leaves' behind him a married daughter and an unmarried minor daughter, the choice of selection of one of them for appointment under the social security scheme shall be left to the mother."

2. It is brought to the notice of the Government, that the Compassionate appointments "are not being" considered for the female dependent children of the deceased Government Employee, when the male child is available and certain discrimination is shown between the male child and the female child considering the Compassionate appointment. The objective of "the Scheme of Compassionate Appointment to the' dependents' of deceased" Government employee is to provide immediate relief to the family of the deceased, in distress. Under the scheme ordered in the G.O. first cited, the Spouse/Son/Daughter of the deceased Government employee shall be considered for Compassionate appointment. "

3. Government direct that the Compassionate appointment to the dependents of the deceased Government employee shall be, considered either to spouse, son or daughter. In case, if the wife of the deceased Government employee Is not inclined to take appointment on compassionate grounds or not qualified for the appointment, the 'choice of selecting one of her dependent children' either son or daughter, shall vests with her (the wife of the deceased Government employee).

B. ARAVINDA REDDY
SECRETARY TO GOVERNMENT (SER.)

To
All Departments of Secretariat. All
Heads of Departments.
All District Collectors.

Copy to:
All Service Sections in General Administration Department.

// Forwarded by order //

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH GENERAL ADMINISTRATION(SER.G)DEPARTMENT

Circular Memo.No.41758/Ser.G/2006-2, **Dated:19-07-2007.**

Sub:-Public Services - Subordinate services - Providing compassionate appointment to the dependent of the Government employee who committed suicide while in service - Clarification - orders Issued.

Ref:- G.O.Ms.No.687, GA (Ser.A) Department, dt: 3.10.1977.

* * *

In the G.O. cited, orders were issued to provide compassionate appointment to the dependent of the Government employee who died in harness while in service as a social security measure. It has been represented to the Government by certain dependents of Government employees who committed suicide for providing compassionate appointment to them irrespective of cause of death.

2. The main object of the scheme of compassionate appointment is to provide immediate relief to the family of the deceased Government employee who dies in harness while in service by providing an alternate bread winner to the family of the deceased employee. Government have considered that the plight of the family of a deceased Government employee who died by committing suicide while in service would be the same as that of the family of a deceased Government employee who died in harness. Therefore, Government have decided to extend the benefit of compassionate appointment to the dependent of Government employee who commits suicide.

3. Government, after careful examination of the matter, hereby direct that compassionate appointment shall be provided, in accordance with the existing instructions on the scheme of compassionate appointment to the dependents of the Government employee who committed suicide while in service. All the existing instructions and provisions of the compassionate appointment shall be applicable to the cases of compassionate appointment of the dependent of Government employee who commit suicide while in service.

4. These orders shall come into force with immediate effect prospectively and the old cases shall not be reopened.

J.HARINARAYAN

CHIEF SECRETARY TO GOVERNMENT

To

All Departments of Secretariat
All Heads of Departments

All District Collectors

All District Judges.

The Commissioner, Employment & Training, Hyderabad.

The Registrar, High Court of Andhra Pradesh, Hyderabad.

All Employment Officers in the State.

The Secretary AP.Public Service Commission, Hyderabad.
The Registrar, AP.Administrative Tribunal, A.P.Hyderabad.

Copy to:

The Director General, Employment & Training, New Delhi.

The Ministry of Home Affairs, New Delhi.

The Ministry of Labour & Employment.

(Department of Employment) New Delhi.

The Accountant General, Andhra Pradesh, Hyderabad.

The Pay & Accoutns Officer, AP. Hyderabad.

The GA(OP.I/SC.A) Department.

The Finance(PC.III) Department.

The Law (E) Department.

P.S to Chief Secretary.

P.S.to Secretary(Ser).

SF/SCs.

// Forwarded : By Order //

SECTION OFFICER.

GOVERNMENT OF ANDHRA PRADESH GENERAL ADMINISTRATION(SER.G)DEPARTMENT

Memo.No.2953/Ser.G/2007-1, **Dated:1-08-2007.**

Sub:- **Compassionate appointment** - Allegations of corruption and misuse of powers while making compassionate appointments to the dependents of deceased Government employees - Instructions - Reiterated.

Ref:- 1) G.O.Ms.No.687, G.A.(Ser.A) Dept., dated 3.10.1977.
2) Govt. Memo.No.618/Ser.A/78-11, dated 17.12.1979.
3) Govt.Memo.No.535/Ser.A/91-1, dated 31.7.1991.
4) G.O.Ms.No.400, G.A.(Ser.A) Department read with Cir. Memo. NO.88699/Ser.G/2006, dated 7.12.2006.

* * *

Government have introduced the scheme of compassionate appointment, with a view to provide permanent relief to the deserving bereaved members of the family of the deceased Government employees, vide G.O.Ms.No.687, G.A.(Ser.A) Department, dated 3.10.1977. The main objective in having the scheme is to see that the family of the deceased Government servant is not thrown out on the streets, immediately after his death. The compassionate appointments would not be made as a matter of right.

2. Instructions have already been issued vide Memo. No.618/Ser.A/78-11, dated 17.12.1979 that if the person seeking employment can declare that no other member in the family is earning. In case, the declaration is found defective at a later date, his/her services are liable to be terminated besides any other action that would be taken under the Law. And according to the instructions issued in Memo.No.535/Ser.A/91-1, dated 31.7.1991, it is for the appointing authority/ the District Collector to declare whether the family or dependents of the deceased employees are able to secure livelihood based on various sources of income and properties available with the Government deceased employee's family and to consider the applications for appointment on merits of each case.

3. Further, according to orders issued in G.O.Ms.No.4OO, G.A.(Ser.A) Department, dated 12.9.96 read with Circular Memo.No.88699/Ser.G/2006, dated 7.12.2006, no application for relaxation of any of the conditions stipulated under the scheme shall be accepted by the Government as a matter of policy.

4. In spite of detailed instructions issued on the subject, certain irregularities in compassionate appointments have come to the notice of the Government. It has been decided to reiterate the said instructions. Accordingly while reiterating

the instructions issued in the references cited, the Departments of Secretariat, Heads of Departments and Collectors are requested to strictly follow the said

instructions and to ensure that all the appointing authorities follow them scrupulously.

DR. P.KRISHNAIAH,
SECRETARY TO GOVERNMENT (SER).

To

All the Departments of Secretariat.

All the Heads of the Departments.

All District Collectors.

Copy to:

P.S.to Secretary (Services)

P.A. to Addl.Secy.(ser)

SF/SC.

//Forwarded : By Order//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH GENERAL ADMINISTRATION(SER.G)DEPARTMENT

Memo.No.23327/Ser.G/2007-2, **Dated:19-09-2007.**

Sub:- Compassionate appointments - Warangal District - Compassionate appointment to Married son - Clarification - Issued.

Ref:- From the District Collector, Warangal, Lr.Rc.No.A7/ 7596/ 2006, Dated: 19.4.2007 & 1.6.2007.

***

The attention of the Collector, Warangal is invited to the reference cited and hereby clarified that the married son who is the legal heir of the deceased Government servant may be considered for the compassionate appointment, there being no other earning member in the family as per G.0.Ms.No.687, G.A. (Ser.A) Department, dated 3.10.1977, provided he is dependent on the deceased Government employee and subject to satisfying, the other conditions and instructions issued or the scheme from time to time.

DR. P.KRISHNAIAH,
SECRETARY TO GOVERNMENT (SER).

To
The Collector,
Warangal district.

Copy to:
All Departments in Secretariat,
All Heads of Departments
All District Collectors
SF/SC.

//Forwarded : By Order//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Memo.No.3731/Ser.A/2002-3, **Dated:11-12-2003.**

Sub:- Public Services - Compassionate appointments - Compassionate appointment to the spouse of the deceased Government employee - Certain orders issued.

Ref:-1.G.O.Ms.No.687, G.A.(Ser .A) Department, dated 3-10-1977.

2.Cir. Memo.No.618/Ser.A/78-11, G.A.(Ser.A) Deptt., dt.17-12-1979.

3 .Memo.No.2047/Ser.A/83-1, G.A.(Ser.A) Deptt., dt.10-10-1983.

4.G.O.Ms.No.349, G.A.(Ser.A) Deptt., dt.12-6-1986.

5.G.O.Ms.No.165, G.A.(Ser.A), Deptt., dt.20-3-1989.

6. Memo.No.1094/Ser.A/92-1, G.A.(Ser.A) Deptt., dt.23-12-1992.

7 .G.O.Ms.No.59, G.A, (Ser.A) Deptt., dt.5-2-1993.

8. Cir.Memo.No.60681/ Ser.A/2003-1, G.A.(Ser.A) Deptt., dt.12-8-2003.

* * *

Under the scheme of compassionate appointment to the dependents of deceased Government employees, the compassionate appointment may be considered to the spouse/son/daughter, who were dependent on the deceased Government employee when there is no earning member in the family of the deceased employee. Instructions were issued from time to time on compassionate appointment to the spouse of deceased Government employee duly relating the upper age limit to consider her for compassionate appointment. In most of the cases, the spouses of the deceased Government employees were at the age of above 40 years, and early 50s. The age limits for the appointment the public service are governed by A.P. State and Subordinate Service Rules. Certain age concessions were given, over and above, to the age limits to the protected groups of society (Scheduled caste/ Scheduled Tribe/ Backward Classes/ Physically Handicapped Persons) including the women in distress. By taking all these age concessions into consideration, the upper age limit for appointment to the Public service is fixed at 45 years. Keeping this in view, it is decided to follow the upper age limit of 45 years for compassionate appointment to the Spouse of the deceased Government employee.

After, Careful consideration, Government direct that the upper age limit of 45 years as on 1st July of the year in which the application is made, provided the application for compassionate appointment is made within one year after the death of the employee, shall be followed for the compassionate appointment to the spouse of the deceased Government employee. In case, if the spouse of the deceased Government employee is above 45 years of age, ex-gratia amount as per orders issued in, G.O.Ms.No.59, General Administration (Ser.A) Department, dated 5-2-1993 shall be paid.

B.ARAVINDA REDDY

SECRETARY TO GOVERNMENT(SER.)

[231]

To

The All Departments of Secretariat.

The All Heads of Departments.

All District Collectors. ,

All District Judges. . ,.

All Chief Executive Officers, Zilla Praja Parishad, Andhra Pradesh

Copy to

The Health Medical & Family Welfare Department:

SF/SC.

//Forwarded : By Order//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Memo.No.59011/Ser.G/2004-1, **Dated:3-6-2004.**

Sub:- Public Services · Compassionate appointments - Compassionate appointment to the spouse of the deceased Government employee - Orders modified and issued.

Ref:-1. G.O.Ms.No.687, G.A. (Ser.A) Department, Dated 3-10-1977.

2. Cir.Memo.No.618/Ser.A/78-11,G.A.(Ser.A) Deptt., dt.17-12-1979.
3. Memo.No.2047/Ser.A/83-1,G.A.(Ser.A) Deptt. dated 10-10-1983.
4. G.O.Ms.No.349,G.A.(Ser.A) Dept., dated 12-6-1986.
5. G.O.Ms;No.165, G.A.(Ser.A) Deptt., dt.20.3.1989.
6. Memo.No.1094/Ser.A/92-1, G.A.(Ser.A) Dept. dt.23-12-1992.
7. G.O.Ms.No.59, G.A.(Ser.A) Dept., dt.5-2-1993.
8. Cir.Memo.No.60681/Ser.A/2003-1,G.A.(Ser.A)Deptt.,dt.12-8-2003.
9. Cir. Memo.No.3731/Ser.Aj2002-3, dated 11.12.2003.

* * *

Under the scheme of compassionate appointment to the dependents of deceased Government employees, the compassionate appointment may be considered to the spouse/son/daughter, who were dependent on the deceased Government employee, when there is no earning member in the family of the deceased employee. Instructions were issued from time to time on compassionate appointment to the spouse of deceased government employee, duly relaxing the upper age limit to consider her for compassionate appointment. In most of the cases, the spouses of the deceased Government employees were at the age of above 40 years, and early 50s. The age limits' for the appointment to· the public service are governed by A.P. State and Subordinate Service Rules. Certain age concessions were given, over and above, to the age limits to the protected groups of society (Scheduled caste/ Scheduled Tribe/Backward classes/ Physically Handicapped Persons) including the women in distress. By taking all these age concessions into consideration, the upper age limit for appointment to the public service is fixed at 45 years. Keeping this in view, it is decided to follow the upper age limit of 45 years for compassionate appointment to the spouse of the deceased Government employee.

After careful consideration, Government direct that the upper age limit of 45 years shall be reckoned as on the date of submission of application, provided the application for compassionate appointment is made within one year

after the death of the employee. In other words, the spouse of the deceased Government servant should not have crossed 45 years of age as on the date of submission of application for compassionate appointment. In case, if the spouse of the deceased Government employee is above 45 years of age, ex-gratia amount as, per orders issued in G.O.Ms.No.59, General Administration (ser.A) Department, dated 5.2.1993 shall be paid.

B.ARAVINDA REDDY,

SECRETARY TO GOVERNMENT.

To

All Departments of Secretariat.

All Heads of Departments.

All District Collectors.

All District Judges.

All Chief Executive Offices.

Zilla Praja Parishad ,

Copy to:

The Health, Medical arid Family Welfare Department.

Sf/SC.

//Forwarded : By Order//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Memo. No. 42502/Ser. G/2006-3, **Dated : 13-10-2007.**

Sub: P.S. - Scheme of compassionate appointments to the dependents of the deceased State Govt. employees - Delays in processing cases - Avoidance - Further Instructions - Issued.

Ref: 1. G.O.Ms.No.427,GA (Ser.A) Department, dt:1.7.1991.
2. G.O.Ms.No.533, GA (Ser.A) Department, dt: 5.9.1991.

* * *

In the G.O first cited, Government issued orders, as the nodal authority the District Collector will monitor all compassionate appointment cases and empowering for creation of five (5) supernumerary posts in a financial year, when there are no vacancies in any of the departments in the concerned districts for providing compassionate appointments to the dependents of deceased Government employees. It was also instructed therein that in case of necessity for creation of supernumerary posts over and above five (5) in a financial year, the Collector of the concerned district shall approach the Government in the concerned administrative department for creation of vacancies indicating the number of applications pending in various departments.

2. In the G.O. second cited, instructions were issued to all the Heads of Department in the twin cities of Hyderabad and Secunderabad refer the compassionate appointment cases to G.A (IC) Department for allotment of eligible candidates and for creation of supernumerary posts.

3. It has been brought to the notice of the Government by Service Associations, there are delays in giving compassionate appointments causing severe distress to the aggrieved families and the Service Associations have requested for speedy compassionate appointments at district level when vacancies are not available in parent department.

4. The District Collectors/HODs are requested to ensure that these cases are given top priority and appointments are made as quickly as possible. They are also requested to adhere to the rules and guidelines framed in the matter by the Government while processing the appointments under compassionate grounds.

DR. P.KRISHNAIAH,
SECRETARY TO GOVERNMENT (SER).

To
All District Collector s in the State.
All Heads of Departments in the State.
Copy to:
All Departments of Secretariat.
G.A (Service Welfare.II) Department
(w.r.to D.O.Lr.No.148727/SW .II-A 1/2005-21, dt: 11.9.2007)
P.S. to Secretary (Ser)
SF/SCs

//Forwarded : By Order//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services - Compassionate Appointments - Appointment to the post of Panchayat Secretary on contract basis to the dependents of Government Employees who retired on Medical Invalidation with the left over service of 5 years from the date of Issue of Medical Invalidation Certificate - Orders - Issued.

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

G.O.Ms.No.251 **Dated : 28-8-2004.**

Read the following:-

1. G.O.Ms.No.504, G.A.(Ser.A) Department, dated 30.7.1980.
2. G.O.Ms.No.309, G.A.(Ser.A) Department, dated 4.7.1985.
3. G.O.Ms.No.202, G.A.(Ser.A) Department, dated 27.4.2002.
4. G.O.Ms.No.203, G.A.(Ser.A) Department, dated 27.4.2002.
5. G.O.Ms.No.305, G.A.(Ser.A) Department, dated 17.7.2002.
6. G.O.Ms.No. 44, G.A.(Ser.A) Department, dated 17.2.2003.

****

In G.Os 1st and 2nd read above, orders were issued that the benefit of compassionate appointments should hereafter be confined to the cases where Government servants retire on medical grounds five (5) years before attaining the age of superannuation irrespective of the age of superannuation prescribed for the posts and services.

2. In G.Os 3rd, 4th and 5th read above, orders were issued dispensing with the Scheme of compassionate appointment to the dependents of Government employees who retired on medical invalidation, consequent to the judgement dated 12.10.2001 in W.P.No.13489/2000 and batch of High Court of Andhra Pradesh wherein it is held that the scheme is unconstitutional and violative of Article 16 of Constitution of India.

3. In the G.O. 6th read above, orders were issued for appointment to the post of Panchayat Secretary to the dependants of Government employees who retired from service on medical invalidation before 27.4.2002.

4. Several representations were received from the Government employees who retired on medical invalidation, Joint Action Committee for Employees, Teachers and Workers, Andhra Pradesh, the members of the Legislative Assembly and also references from the District Collectors requesting to consider the compassionate appointment to the dependents of State Government employees retired on Medical Invalidation duly reckoning the left over service from the date of issue of medical invalidation certificate instead of reckoning the date of left over service of 5 years from the date of receipt of the proposal by the District Collector to place before the District Level Committee.

5. Government after careful consideration hereby direct that the dependents of Government employees who retired from service on Medical Invalidation and

whose cases could not be considered by 27-4-2002 be considered for appointment to the post of Panchayat Secretary on contract basis in terms of the orders issued in the G.O. 6th read above, taking into consideration the left over service of 5 years from the date of issue of Medical Invalidation Certificate. The District Collectors are requested to place the proposal before the District level Committee of Officers constituted in G.O.Ms.No.214, G.A (Ser.A) Department dated:9-6-1998 to consider the appointments to the post of Panchayat Secretary on contract basis.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

SATISH CHANDRA,
SECRETARY TO GOVERNMENT (SER).

To
The P.R&R.D. Department.
All Departments of Secretariat.
All Heads of Departments.
All District Collectors.
All Chief Executive Officers,
Zilla Praja Parishad,
Andhra Pradesh.

Copy to :
The Finance Department.
The law(E) Department.
Sf/Sc

//Forwarded : By Order//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Cir.Memo. No. 155498/Ser.G/2004-1, **Dated : 27-11-2004.**

Sub:- Compassionate Appointments to the dependents of deceased Government employees to the posts of Watchman and Chowkidars etc., in category (3) in A.P.Last Grade Service Rules – Instructions-Issued.

Ref:- 1.G.O.Ms.No.687, G.A.(Ser.A) Department, dated: 3-10-1977.
2.Govt.Memo.No.618/Ser.A/78-11,G.A.(Ser.A) Dept., dt:17-12-1979.
3.G.O.Ms.No.349, G.A.(Ser.A)Department, dated: 12~6-1984.
4.G.O.Ms.No.165, G.A.(Ser.A) Department dated: 20-3-1989.
5.G.O.Ms.No.565, G.A.(Ser.A) Department dated: 24-10-1992.

***

As per Annexure-I to rule 5 (a) of Andhra Pradesh Last Grade Service Rules, the following are the qualifications prescribed for the post of Watchman and other posts specified in category (3) under rule 2 of the said rules :

(i) Must have passed Vth Class or its equivalent examination.

(ii) Must be an Ex-Serviceman or must have been trained in Civil Defence or as a Home Guard.

(iii) Must be able to ride a Bicycle.

2. In para 3(1) of G.O. 3rd cited, it has been directed that, the cases of appointment of dependents (spouse/son/un-married daughter) of the deceased Government employee to the posts included in the A.P.Last Grade Service involving relaxation of age, educational qualifications etc., as contemplated in Memo.No.2047/Ser.A/83-1 G.A.(Ser.A) Department, dated:12-10-1983 need not be referred to Government in future and the appointing authority has been authorised to make purely temporary appointments in the above cases and the regular appointments in these cases would however, be made only after the relevant rules wherever necessary are relaxed in favour of the concerned individuals by the concerned Head of the Department.

3. It has been brought to the notice of the Government that, in cases of Compassionate appointments to the dependents of deceased Government employees, the dependents are not being considered for appointment to the post of Chowkidars/Watchman and other posts specified in category (3) in rule (2) of A.P.Last Grade Services, due to the requirement of the qualification at item(ii) in para (2) above, viz., must be an Ex-Serviceman or must have been trained in Civil Defence or as a Home Guard, though orders were issued in G.O. third cited, to consider relaxation in respect of age, educational qualifications etc., in respect of compassionate appointments of the dependents of deceased Government employees to the posts in A.P.Last Grade Service.

4. All the Departments of Secretariat, all the Head of the Departments, all the District Collectors and all the Appointing Authorities are therefore, permitted to consider the dependents of deceased Government employees who die in

harness while in service, for appointment on compassionate grounds to the posts of Watchman/Chowkidars and other posts specified in category (3) in rule (2) of A.P.Last Grade Service Rules also wherever necessary though such dependents of deceased Government employees do not possess the qualification viz., "Must be an Ex-serviceman or must have been trained in Civil Defence or as a Home Guard" as prescribed at item (ii) under Column (3) for the said posts in the Annexure-I to Rule 5 (a) of the said rules, in terms of the orders issued at para 3(1) of G.O. 3rd cited.

5. They shall however provide Home guard training through the concerned District Superintendent of Police/Commissioner of Police of the respective Districts or civil defence training at Dr.Marri Chenna Reddy Human Resource Institute of Andhra Pradesh, Hyderabad, to the dependents of the deceased Government employees who are appointed on compassionate grounds to the post of Watchman/Chowkidar and other posts specified in the category (3) in rule 2 of A.P.Last Grade Service Rules immediately after their appointment.

6. The Director General, Dr.Marri Chenna Reddy Human Resource Development Institute of Andhra Pradesh, Hyderabad and all the Superintendents of Police/Commissioners of Police shall make necessary arrangements to impart Civil Defence and Disaster Management Training/Home Guard Training as the case may be to the dependents of deceased Government employees who are appointed on compassionate grounds to the post of Watchman/Chowkidar and other posts specified in the category (3) in rule (2) of A.P.Last Grade Service Rules, as and when such candidates are referred to them for training by the concerned Appointing Authorities.

SATISH CHANDRA,

SECRETARY TO GOVERNMENT (SER).

To

The Director General,
Dr.Marri Chenna Reddy HRD Institute of A.P., Hyderabad.
All the Departments of Secretariat.
All the Head of Departments.
All the District Collectors/District Superintendent of Police/
The Commissioner of Police, Visakhapatnam/Vijayawada/
Hyderabad/Cyberabad, Hyderabad.
SF/SC.

//Forwarded : By Order//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services - Compassionate Appointments – Ex-gratia in lieu of Compassionate Appointment to the dependents of deceased Government employees - Enhancement of ex-gratia amount - Orders - Issued.

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

G.O.Ms.No.166 **Dated : 31-3-2005**

Read the following:-

1. G:O.Ms.No.59, G.A.(Ser.A) Department, dated:5-2-1993.
2. From the A.P. Secretariat Employees Association representation dated:30-7-2003 .

* * *

In the G.O. first read above, orders were issued for payment of ex-gratia amount, only in cases of death in harness and where the family has no other earning member in the family and no suitable person for appointment under the scheme of compassionate appointment is available. The children should be minors and the spouse or any other dependent does not avail compassionate appointment.

The A.P. Secretariat Employees Association in their representation second read above requested for enhancement of the amounts of ex-gratia being sanctioned is very meager.

The Government after careful consideration decided to enhance the ex-gratia amount as indicated below:

Class-IV Employees	-	Rs.40,000/-
Non-Gazetted Officers	-	Rs.60,000/-
Gazetted Officers	-	Rs.80,000/-

This orders issued with the concurrence of Finance (Pen.I) Department vide their U.O.No.8544/140/A2/Pen.I/2005, Dated:-30-3-2005.

SATISH CHANDRA,
SECRETARY TO GOVERNMENT (SER).

To
All Departments of Secretariat.
All Heads of Departments.
All District Collectors.
Copy to:-
The Finance (Pen-!). Department.
The Accountant General, A.P. Hyderabad.
The Pay & Accounts Officer, A.P., Hyderabad.
The President, A.P. Secretariat Employees Association, Hyderabad.
SF/SC

//Forwarded : By Order//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Memo.No.28967/Ser.G/2004-1, **Dated : 5-6-2004.**

Sub: - Compassionate appointments to the dependents of the deceased Government employees - Compassionate appointment to the widow of the deceased Government employees - Further instructions - Issued.

Ref:-1) Memo.No.618/Ser.A/78-9, G.A.(Ser.A)Dept., dt.17.12.1979.

2) Memo.No.1345/Ser.A/87-4, G.A. (Ser.A) Dept. dt.30.11.1987.

3) From the Collector, Hyderabad district Lr.No.A4/2653/2003, dated 1.3.2004.

4) From the Collector, Hyderabad district, Lr.NO.A4/1971/2004, dated 31.3.2004.

5) From the Collector, Hyderabad district Lr.No.A4/9092/2003, dated 6.4.2004.

6) From the Collector, Hyderabad district, Lr.No.A4/2653/2003, dated 21.4.2004.

* * *

Under the scheme of compassionate appointments to the dependents of deceased Government employees, if the dependent happens to be a women, she can be considered for appointment nearer to the place where she would find it secured to live, as per the clarifications issued in the Memo. 1st cited. In most of the cases, such women are submitting representations for compassionate appointment in the offices located at a particular area. Government reviewed the existing instructions and decided to allow the concession only to the widow of deceased Government employee for compassionate appointment at a place where she feels secured.

Accordingly the following further instructions are issued in regard to compassionate appointment to the widow of deceased Government employee.

1) At the native district of such women.

2) At the place of working of the deceased Government employee.

3) In any district according to the choice of the widow of the Government employee.

4) The compassionate appointments shall be strictly as per the percentage fixed for local or non local categories of posts under the Andhra Pradesh Public Employment (Organisation of Local Cadre and Regulation of Direct Recruitment) Order, 1975.

5) The supernumerary posts created, in accordance with orders issued in G.O.Ms.No.427, General Administration (Ser.A) Department, dated 1.7.1991 shall be adjusted against the regular vacancies arose either in the same department or in any department at District Level or

at Offices of Heads of Departments/Secretariat as the case may be. The supernumerary posts created for compassionate appointments shall not be continued indefinitely.

B.ARAVINDA REDDY,
SECRETARY TO GOVERNMENT.

To

All Heads of Department.

All District Collectors.

All Departments of Secretariat.

Copy to SF/Sc.

/ / forwarded by order / /

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services - Compassionate appointment to the dependents of deceased Government employees - Regularisation of services from the date of acquiring the qualification fully - Amendment - Issued.

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

G.O.Ms.No.151 **Dated: 22-6-2004**

Read the following:-

1. G.O.Ms.No.612, G.A.(Ser.A) Department, dated 30.10.1991.
2. G.O.Ms.No.577, G.A.(Ser,A) Department, dated 29.10.1993.
3. G.O.Ms.No.969, G.A. (Ser.A) Department, dated: 27-10-1995
4. G.O.Ms.No.60, G.A.(Ser.A) Department, dated 11.2.1997

* * *

ORDER :-

Under the scheme of compassionate appointment to the dependents of the deceased Government employees, the spouse/ son/ daughter may be considered for compassionate appointment to the post of Junior Assistant or to a post whose scale of pay is equal to Junior Assistant or to a lower post. Where the dependent is not fully qualified, he or she can be considered for compassionate appointment subject to acquiring qualification. As per the orders in force, the services of the person appointed on compassionate grounds shall be regularised from the date of initial appointment even though he or she acquires qualification at a later date within the allowed time.

2. According to Rule 12 of A.P. State and Subordinate Service Rules, the person to be appointed to the Public Service by direct recruitment shall possess the requisite qualification for the post to which he or she is appointed. The Compassionate appointment is by direct recruitment. The orders issued in the G.O. fourth read above are contrary to the above rule position. In several cases, the inter-se-seniority could not be finalised as the persons appointed on compassionate grounds subject to acquiring such qualification, are acquiring the qualification at a much later date. Whereas the persons appointed as per Rules by other methods of appointment namely: by direct recruitment and by promotion/by transfer are fully qualified. Keeping this in view, the orders issued in the G.O. fourth read above have been reviewed and it is decided to consider the regularisation of services of the persons appointed on compassionate grounds and subject to acquiring qualification, only from the date of acquiring the qualification fully for the post to which they have been appointed.

3. Accordingly, the following amendment is issued to G.O.Ms.No.60, G.A. (Ser.A) Department, dated:11-2-1997.

AMENDMENT

In the said G.O., in paragraph 5, for the words "from the date of initial

appointment", the following words shall be substituted namely:-

"from the date of acquiring such qualification fully".

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

B.ARAVINDA REDDY,
SECRETARY TO GOVERNMENT.

To

All the Departments of Secretariat.

All Head of Departments.

All District Collectors.

All District Judges.

/ / forwarded by order / /

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SER.A) DEPARTMENT

Circular Memo No.46614/Ser.A/2005-1, **Dated:27-05-2005.**

Sub:- Public Service - Method of appointment to various categories of posts - Appointments in accordance with special service Rules and implementation of the rule of reservation including for Local and Non local candidates - Maintenance of the registers indicating the roster points - Instructions - Issued.

* * *

The appointments to Public Service are made (a) By Direct recruitment (b) By promotion (c) By transfer and (d) On contract basis. The method of appointment is prescribed in the special service rules governing the posts. The appointment shall be strictly in accordance with the methods prescribed in the rules. In case of direct recruitment, the selections and recruitment should be through the respective recruiting agency. The minimum percentage earmarked for direct recruitment is 30% of the total cadre strength of the posts.

2. In making direct recruitment, the rule of reservation shall be followed as per the roster points indicated in rule 22 (2) (e) of A.P. State and Subordinate Service Rules. The recruitment should be as per the percentage prescribed for the local candidates in accordance with the Andhra Pradesh Public Employment, (Organisation of local cadres and regulation of direct recruitment) Order, 1975, also called the Presidential Order on Six Point Formula vide G.O. Ms.No.674, G.A.(SPF-A) Department, dated 20.10.1975. According to para-8 of the Presidential order, the reservation in the matter of direct recruitment shall be made as per the percentage prescribed for the local candidates. The percentage of reservation is as follows:-

a) 80% of the posts to be filled by direct recruitment shall be reserved for the local candidates, in respect of the category of posts belonging to lower division clerk or equivalent category or lower than that of lower division clerk.

The remaining 20% of the posts shall be filled by open competition wherein the local and non local candidates can compete.

b) 70% of the posts to be filled by direct recruitment shall be reserved for the local candidates in respect of the category of posts which are above the lower division clerk and all other non-gazetted category posts.

The remaining 30% of the posts should be filled by open competition wherein the local and non local candidates can compete.

c) 60% of the posts to be filled by direct recruitment, in respect of the categories, Mandal Revenue Officers, Assistant Executive Engineers, Assistant Agricultural Officers, Motor Vehicle Inspectors and Inspector of Police, should be filled by the local candidates. The direct recruitment to the posts of Inspector of Police and Motor Vehicle Inspectors is dispensed with.

The remaining 40% of the posts should be filled by open competition wherein the local and non local candidates can compete.

3. In G.O.Ms.No.763, G.A.(SPF-A) Department, dated 15-11-75, G.O.Ms.No.8, G.A. (SPF-A) Department, dated 8-1-2002 and in G.O.Ms.No.124, G.A.(SPF-A) Department, dated 07-03-2002, instructions were issued about the procedure to be followed in making the selections for the recruitment to the local candidates and to the unreserved vacancies. "The unreserved vacancies" shall mean the over and above percentage of vacancies prescribed for the local candidates. This unreserved vacancies are open to the both local and non local candidates. In the unreserved vacancies, even the local candidates can also be selected. While making the selections as per the percentage prescribed for the local candidates and for the unreserved vacancies, the rule of reservation as per the roster points prescribed under rule 22 (2) (e) of A.P. State and Subordinate Service Rules shall be implemented. In making selections, the unreserved vacancies which are open to all (local and non local candidates) shall be finalized before making selections for the local candidates as per the prescribed percentage.

4. In making the direct recruitment the percentage prescribed in the Presidential Order (Six Point Formula) for the local candidates and for the unreserved (both Local and Non-local) vacancies, respective points shall be maintained. The **unreserved** vacancies to which both local and non-local candidates can compete shall be filled up first before making selections for the local candidates as per the percentage. A clear cut off line should be drawn between unreserved (both local and non-local) and the vacancies meant for local candidates. The recruitment should be strictly in accordance with percentage duly following the rule of reservation (as per rule 22 (2) (e) of A.P. State and Subordinate Service Rules). The un- filled unreserved (both local and non-local) vacancies and the vacancies for the local candidates as per the prescribed percentage shall be filled in the next recruitment. To illustrate for appointments to the post of Junior Assistants the roster points for unreserved and local candidates vacancies which is 20 : 80 as indicated in the Annexure, shall be followed. All Departments are already maintaining Registers, containing roster points for posts having some element of direct recruitment. In such Registers, the Departments should clearly mention against each roster point whether it is meant for unreserved or for locals only as illustrated in the Annexure. The Departments should also mention against each roster point, method of appointment. The Departments shall strictly adhere to provisions of Presidential Order while filling roster points meant for direct recruitment and that, each roster point meant for locals shall go to locals only.

5. The selection of candidates for the unreserved (both local and non-local candidates) and for local candidates should be strictly as per merit duly following

rule of reservation. In the vacancies meant for local candidates, only local candidates should be selected and appointed.

6. Compassionate appointments are made to the dependents of the deceased Government employees and also to the dependents of the general public who were killed in extremist violence. Such appointments shall be treated as direct recruitment and the rule of reservation and also the percentage prescribed for the local and unreserved (both local and non-local) candidates as per the Presidential Order shall be followed.

7. In case of compassionate appointments to the dependents of deceased Government Employees, the dependents can be considered for compassionate appointment at the local area to which the applicant belongs as a local candidate, or at the place of working of the deceased employee as per the choice of the applicant. In case the applicant is a local candidate at the place of working of the deceased employee, the applicant should be considered as a local candidate, otherwise the applicant should be treated as a non-local candidate for the unreserved vacancy only.

8. The Departments of Secretariat, the Heads of Departments and all the District Collectors are requested to ensure that the above instructions are complied with strictly.

MOHAN KANDA,
CHIEF SECRETARY TO GOVERNMENT.

To
All Departments of Secretariat.
All Heads of Departments.
All District Collectors.

/ / Forwarded by Order / /

SECTION OFFICER

ANNEXURE

(1)	(2)	(3)
ROSTER POINTS:		Method of Appointment Whether by direct recruitment Or compassionate appointment
Point 1	**Unreserved (Both Local and Non-Local)**	
Point 2	**-do-**	
Point 3	**-do-**	
Point 4	**-do-**	
Point 5	**-do-**	
Point 6	**-do-**	
Point 7	**-do-**	
Point 8	**-do-**	
Point 9	**-do-**	
Point 10	**-do-**	
Point 11	**-do-**	
Point 12	**-do-**	
Point 13	**-do-**	
Point 14	**-do-**	
Point 15	**-do-**	
Point 16	**-do-**	
Point 17	**-do-**	
Point 18	**-do-**	
Point 19	**-do-**	
Point 20	**-do-**	
Point 21	**Locals**	
Point 22	**-do-**	
Point 23	**-do-**	
Point 24	**-do-**	
Point 25	**-do-**	
Point 26	**-do-**	

Point 27	-do-	
Point 28	Locals	
Point 29	-do-	
Point 30	-do-	
Point 31	-do-	
Point 32	-do-	
Point 33	-do-	
Point 34	-do-	
Point 35	-do-	
Point 36	-do-	
Point 37	-do-	
Point 38	-do-	
Point 39	-do-	
Point 40	-do-	
Point 41	-do-	
Point 42	-do-	
Point 43	-do-	
Point 44	-do-	
Point 45	-do-	
Point 46	-do-	
Point 47	-do-	
Point 48	-do-	
Point 49	-do-	
Point 50	-do-	
Point 51	-do-	
Point 52	-do-	
Point 53	-do-	
Point 54	-do-	
Point 55	-do-	
Point 56	-do-	
Point 57	-do-	
Point 58	-do-	

Point 59	-do-	
Point 60	-do-	
Point 61	-do-	
Point 62	Locals	
Point 63	-do-	
Point 64	-do-	
Point 65	-do-	
Point 66	-do-	
Point 67	-do-	
Point 68	-do-	
Point 69	-do-	
Point 70	-do-	
Point 71	-do-	
Point 72	-do-	
Point 73	-do-	
Point 74	-do-	
Point 75	-do-	
Point 76	-do-	
Point 77	-do-	
Point 78	-do-	
Point 79	-do-	
Point 80	-do-	
Point 81	-do-	
Point 82	-do-	
Point 83	-do-	
Point 84	-do-	
Point 85	-do-	
Point 86	-do-	
Point 87	-do-	
Point 88	-do-	
Point 89	-do-	
Point 90	-do-	

Point 91	-do-	
Point 92	-do-	
Point 93	-do-	
Point 94	-do-	
Point 95	-do-	
Point 96	Locals	
Point 97	-do-	
Point 98	-do-	
Point 99	-do-	
Point 100	-do-	

MOHAN KANDA
CHIEF SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services - Appointment on contract basis - Appointment to the post in A.P.Last Grade Service to the dependents of Government employees who retired from service on Medical Invalidation before 27.4.2002 - Further Orders - Issued.

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

G.O.Ms.No.l00 **Dated 3.3.2005**

Read the following :-

1) G.O.Ms.No.202, G.A.(Ser.A) Department, dated 27.4.2002.
2)G.O.Ms.No.203, G.A.(Ser.A) Department, dated 27.4.2002.
3)G.O.Ms.No.305, G.A.(Ser.A)Department, dated 17.7.2002.
4)G.O.Ms.No.44, G.A.(Ser.A) Department, dated 17.2.2003.
5)G.O.Ms.No.198, G.A.(Ser.A) Department, dated 4.7.2003.
6)G.O.Ms.No.229, G.A.(Ser.A) Department, dated 2.8.2003.
7)G.O.Ms.No.251, G.A.(Ser.A) Department, dated 28.8.2004.

* * *

OR D E R:

In the G.Os 1st to 3rd read above, orders were issued dispensing with the scheme of Compassionate appointment to the dependents of Government Employees who retired on Medical Invalidation w.e.f. 27.4.2002. It is also ordered that no compassionate appointments shall be made to the dependents of Government employees who retired on Medical Invalidation after 12.10.2001 i.e., the date of judgment of the High Court of Andhra Pradesh in W.P,No.13489/2000 and batch wherein it is held that the scheme of compassionate appointment in medical invalidation cases is unconstitutional and violative of Article 16 of Constitution of India.

2. In the G.Os 4th to 7th read above, orders were issued to consider appointments to the posts of Panchayat Secretary (Category V) on contract basis to the dependents of Government employees who retired on medical invalidation before 27.4.2002, in respect of the candidates who possess the academic qualification of Intermediate and in cases where the dependents who do not possess the Intermediate qualification but possess only 10th class academic qualification, they may be considered for the appointments to the post of Panchayat Secretary duly relaxing the Intermediate qualification. In cases where the dependents possess the academic qualification below 10th class, exgratia payment shall be considered.

3. Several representations have been received with a request to consider the dependents of Government Employees who retired on medical invalidation and who possess the academic qualification below 10th class for appointment to any of the posts in A.P. Last Grade Service instead of payment of ex-gratia amount. The requests have been examined and Government decided to consider the dependents of Government employees who retired on Medical Invalidation before 27-4-2002 and who possess academic qualification below

10th class only for appointment to any of the category of the posts in A.P. Last Grade Service on contract basis and on fixed pay.

4. Accordingly, Government direct that in partial modification of the orders issued in G.O. fifth read above, the dependents of Government employees who retired on medical invalidation before 27.4.2002 and who possess the academic qualification below 10th class only shall be considered for appointment to any of the posts in A.P. Last Grade Service on contract basis and on fixed pay of Rs2,600/-(Rupees Two thousand and Six hundred only) per month. In cases where the ex-gratia amount has already been disbursed in terms of orders issued in G.O. 5th read above, the appointments on contract basis shall be considered after the amount is refunded and remitted to the State exchequer by the person concerned.

5. The appointments on contract basis to any of the post in the A.P. Last Grade Service shall be as per Rule 9 of A.P. State and Subordinate Service Rules. The terms and conditions for these appointments will be issued by the Finance (SMPC) Department. The duration of these contract appointments shall be for a period of one year which may be renewed.

6. This order issues with the concurrence of Finance (SMPC) Department U.O.No.4279/166/A3/SMPC/05 dated 23.2.2005.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

SATISH CHANDRA,
SECRETARY TO GOVERNMENT (SER)

To
The Finance (SM PC) Department.
All Departments of Secretariat.
All Heads of Departments.
All District Collectors

/ /FORWARDED BY ORDER/ /

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Memo.No.154483/Ser.G /A1/2004-4, Dated: 27-4-2005.

Sub:- Public Service - Compassionate Appointment on Contract basis - Appointment to the post in A.P. Last Grade Service to dependents of Government employees who retired from service on Medical Invalidation before 27-04-2002 - Orders issued -Terms & conditions - Instructions issued.

Ref:- 1. G.O.Ms.No.l00, G.A. (Ser.G) Department, dt:3.3.2005.

2. Finance (SMPC) Department, U.O.No.7813/433/A3/SMPC/05, dated: 19-04-2005.

* * *

In the G.O.1st cited orders were issued to consider the dependents of the Government employees who retired on Medical Invalidation before 27-04-2002 and who possess the academic qualification below 10th class only, for appointment on contract basis to any of the post in Andhra Pradesh Last Grade Service at a fixed pay of Rs.2600 per month (Rupees Two thousand and six hundred only). At para-5 of the said G.O. it is stated that, the terms and conditions for these appointments will be issued by the Finance (SMPC) Department.

In the reference 2nd cited, the Finance (SMPC) Department furnished the terms and conditions for the above mentioned appointments on contract basis. Accordingly, the terms and conditions for the appointments on contract basis as per the orders issued in the G.O. 1st cited are annexed. The appointing authority concerned are requested to take further necessary action while considering appointments on contract basis.

SATISH CHANDRA
SECRETARY TO GOVERNMENT(SERVICES)

To
All Departments of Secretariat.
All Heads of Departments.
All District Collectors.
Copy to:
Finance(SMPC)Department .

// Forwarded : By Order //

SECTION OFFICER

TERMS AND CONDITIONS FOR CONTRACT APPOINTMENTS:

1. Reservation:- Since these appointments are on compassionate grounds, no need to follow the Rule of Reservation.

2. Recruitment:- The appointing authority shall be responsible for the contractual appointments made by him/her.

3. Conditions of appointment:- The appointment of a person on contract basis shall be made under Rule 9 of A.P. State and Subordinate Service Rules, 1996. A person appointed under Sub-Rule (a) of Rule 9 of A.P. State and Subordinate Service Rules, 1996 shall not be regarded as a member of the Service in the post to which he/she is appointed, is included, and shall not be entitled by reason only of such appointment, to any preferential right to any other appointment in that or any other service. The department or the person appointed may revoke the contractual appointments or discontinue the contract by giving one month's notice in writing on either side. Further, it should be made explicit in the contract that, without further action, discussion, notice or reference, this contract would automatically cease to operate on lapse of the contract period, and both parties will be discharged of their respective obligations and liabilities without any formal or informal communication.

4. TENURE: Contractual appointments shall be made for a tenure not exceeding one year or the balance period for which the relevant post has been created, whichever is less. In the event of continuation of the temporary post, the contractual appointment may be extended by the appointing authority, from time to time, subject to the condition that the work of the individual has been found to be satisfactory, subject further to the condition that the total tenure of any contractual appointment, including extension if any, shall not exceed three (3) years. At the end of the contract period not exceeding three years, the contractual appointment shall terminate automatically. Under no circumstances shall the individual be given any further extension/re-appointment etc. beyond a period of three years. If the concerned Department desires to continue the temporary post for more time, and wishes to get it filled up, it shall follow the procedure prescribed in this Government Order as in the case of any fresh creation and filling up of a post. However, the contractual appointees may be considered on par with other candidates for any fresh contractual appointment against the same temporary post of any other contractual appointment/regular recruitment, if eligible otherwise.

5. Eligibility criteria:- As per G.O.Ms.No.100, G.A.(Ser.G) Department, dated 3.3.2005.

6. Emoluments:- As per G.O.Ms.No.100, G.A. (Ser.G) Department, dated 3.3.2005, the contractual appointees will be given only Consolidated Pay, and will not be entitled to any other allowances or benefits such as DA, HRA, LTC., Medical Treatment/Reimbursement, Pension etc. The expenditure on consolidated pay, and travel, shall be debited to the relevant sub-detailed heads under head "010-salaries". All

departments shall submit all number statements for contractual appointments on the same lines as they do for regular employees to ensure that adequate budget provision is made to meet this cost.

7. **Leave:-** Persons appointed on contract basis will be entitled to casual leave on par with regular employees in the Department. However, they shall not be entitled to any other kind of leave such as E.L., H.P.L., Medical Leave etc.

8. **Headquarters and Transfer:-** A person appointed on contract shall report at the place of his/her posting at his/her own cost, which will be treated as his/her headquarters. It shall be mandatory for the person to reside at his/her official headquarters. His/her working hours shall be the same as regular employees. Ordinarily, contractual appointees will not be transferred to other posts or stations. However, the Department reserves the right to transfer contractual appointees to other posts of equal status or another station due to exigencies of work, or the performance of the individual, subject to payment of usual Transfer TA on par with regular employees of equivalent status.

9. **Disciplinary Control:-** Subject to the overall right of the Department to terminate the contract on giving one month's notice, or pay in lieu thereof, a person appointed on contract basis shall be subject to disciplinary control in accordance with the provisions of A.P. CCA Rules.

10. **Terms of contract Agreement:** All persons appointed on contract basis shall execute on agreement on a non-judicial stamp paper of Rs.110, with two witnesses, and submit the same to the Appointing Authority concerned at the time of reporting for duty, agreeing to the terms and conditions of the contract.

SATISH CHANDRA,
SECRETARY TO GOVERNMENT.

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Circular Memo.No.28379/Ser.G /Al/2005-1, **Dated: 28-5-2005.**

Sub:- P.S. - Subordinate services - Compassionate Appointments to the dependents of the deceased Government employees who die in harness - Instructions - Reiterated.

Ref:- 1. G.O.Ms.No.687, G.A.(Ser.A) Department, Dt:3.10.1977.

2. G.O.MS.No.165, G.A.(Ser.A) Department, Dt: 20.3.1989.

3. G.O.Ms.No.400, G.A.(Ser.A) Department, Dt: 12.9.1996.

* * *

In the G.O. Ist cited orders were issued governing the scheme of compassionate appointments and the compassionate appointments shall be considered to the dependents of deceased Government employees who die in harness while in service i.e., either to the spouse/son/daughter when there is no earning member in the family and the family is in distress.

2. In the G.O. second cited, while communicating the instructions of Government of India regarding the minimum age for appointment to the public Service, it was prescribed that the minimum age limit of 18 years be followed for compassionate appointments. Rule 12 of A.P. State and Subordinate Service Rules, prescribes the minimum age of 18 years and upper age limit 33 years for direct recruitment to public service.

3. In the G.O. third cited, Government have directed that the proposals for providing compassionate appointments to the dependents of deceased Government employees which are totally in conformity with the existing government instructions on the scheme should alone be considered and no cases which are in deviation of the order/instructions/guidelines issued in the matter should be proposed for any relaxation what so ever. All the departments of Secretariat/Heads of departments/District Collectors etc. have been directed to adhere strictly to the existing instructions and guidelines, while considering compassionate appointments to the dependents of the deceased Government employees. Directions were also issued not to entertain the request for compassionate appointments in cases which do not confirm to the conditions stipulated in the scheme, as no application for relaxation of any of the conditions stipulated under the scheme shall be accepted by the Government.

4. Accordingly, while reiterating the instructions issued in the G.O. 3rd cited, all Departments of Secretariat are hereby requested not to accept applications/ representations in case of compassionate appointments for relaxations of existing rules. The Departments will also, in the future, **not** entertain such proposals. All the Departments of Secretariat are requested to issue similar instructions to the Heads of departments under their administrative control.

SATISH CHANDRA
SECRETARY TO GOVERNMENT (SERVICES)

To
All the Department of Secretariat.
All Heads of Departments.
All District Collectors
All the Chief Executive Officers, Zilla Parishad.
All the District Judges.
SF/SCs.

/ / FORWARDED BY ORDER //

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Circular Memo.No.88699/Ser.G /Al/2006-1, **Dated: 07-12-2006.**

Sub: P.S - Subordinate Services - Compassionate appointments to the dependents of the deceased Government employees who died in harness - certain irregularities in compassionate appointment noticed Instructions - Reiterated - Reg.

Ref: 1. G.O.Ms.No.687, GA (Ser.A) Department, dt: 3-10-1977.
2. G.O.Ms.No.400, GA (Ser.A) Department, dt: 12-9-1996.
3. Circular Memo.No.28379/Ser.G/2005-1, dt: 28.5.2005.
4. From PR &RD Memo.No.19343/Vig.III/A/2006-2, dt: 16.11.2006.

* * *

In the G.O. first cited, orders were issued governing the scheme of compassionate appointments and the compassionate appointments shall be considered to the dependents of the deceased Government employees who die in harness while in service i.e., either to the spouse / son / daughter when there is no earning member in the family and the family is in distress.

2. In the G.O. second cited, Government have directed that the proposals for providing compassionate appointments to the dependents of deceased Government employees which are totally in conformity with the existing Government instructions on the scheme should alone be considered and no cases which are in deviation of the orders/instructions/guidelines issued in the matter should be proposed for any relaxation what so ever. All the Departments of Secretariat / H.O.Ds / District Collectors etc. have been directed to adhere to the existing instructions and guidelines, while considering compassionate appointments to the dependents of the deceased Government employees strictly without any deviation. Directions were also issued not to entertain the request for compassionate appointments in cases which do not confirm to the conditions stipulated in the scheme, as no application for relaxation of any of the conditions stipulated under the scheme shall be accepted by the Government as a matter of policy.

3. Inspite of these instructions, certain irregularities in compassionate appointments have come to the notice of the Government. It is decided to reiterate the instructions issued in the G.O. second cited.

(P.T.O)

4. Accordingly, while reiterating the instructions issued in the reference second and third cited, all the appointing authorities are directed to adhere to the existing rules and guidelines framed under the Government orders while processing the appointments under compassionate grounds strictly without any deviation. All the Departments of Secretariat are requested to issue similar instructions to the H.O.Ds under their administrative control.

DR.VIJAY KUMAR
SECRETARY TO GOVERNMENT(SER)

To
All the Departments of Secretariat.
All the Heads of Departments.
All the District Collectors.
All Chief Executive Officers, Zilla Parishads.
Copy to: PR&RD Department.

/ / FORWARDED BY ORDER //

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Memo.No.17414/Ser.A/2007, **Dated: 07-12-2007.**

Sub:- COMPASSIONATE APPOINTMENTS - Compassionate appointments to the dependants of deceased Government employees - Andhra Pradesh Public Employment (Organisation of Local Cadres and Regulation of Direct Recruitment) Order, 1975 - Further instructions on the implementation of Presidential Order, 1975 and G.O.Ms.No.610, G.A.(SPF.A) Department, dated 30.12.1985 - Further instructions - Issued.

Ref:- Govt. Circular Memo. NO.46614/Ser.Al2005-1, dated 27.5.2005.

* * *

In the reference cited, comprehensive instructions were issued on implementation of rule of reservation in appointments by direct recruitment for local candidates and for un-reserved vacancies (open category) in accordance with Andhra Pradesh Public Employment (Organisation of Local Cadres and Regulation of Direct Recruitment) Order, 1975 (Presidential Order on SPF) republished vide G.O.Ms.No.674, G.A.(SPF.A) department, dated 20.10.1975. Under the scheme of compassionate appointments to the dependents of deceased Government employees the appointments are made by direct recruitment. Thus, the compassionate appointments shall also be made in accordance with the provisions contained in the above mentioned Presidential Order, 1975. In this regard, the following instructions among others were issued in the Memo cited:-

> "In case of compassionate appointments to the dependents of deceased Government Employees, the dependents can be considered for compassionate appointment at the local area to which the applicant belongs as a local candidate, or at the place of working of the deceased employee as per the choice of the applicant. In case the applicant is a local candidate at the place of working of the deceased employee, the applicant should be considered as a local candidate, otherwise the applicant should be treated as a non-local candidate for the unreserved vacancy only".

In accordance with the orders issued in G.O.Ms.No.610, G.A. (SPF.A) department, dated 30.12.1985, in the process of repatriation of the persons appointed in deviation to the provisions contained in the Presidential Order, 1975, it is also noticed that certain appointments on compassionate grounds to the dependents of the deceased Government employees have been made in deviation

of the provisions contained in the Presidential Order, 1975. It is, therefore, considered necessary by the Government to issue an amendment to the instructions issued in Memo No.46614/Ser.A/2005-1, G.A. (Ser.A) Department, dated 27.5.2005.

AMENDMENT

Para 7 of the circular Memo.No.46614/Ser.A/2005-1, G.A. (Ser.A) Department, dated 27.5.2005 shall be substituted by the following:-

"In future all the appointments on compassionate grounds to the dependents of the deceased Government employees, be made only in the "local cadre" to which the applicant is a "local candidate".

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

A.K. TIGIDI,
PRINCIPAL SECRETARY TO GOVERNMENT (RIAD)/
SECRETARY TO GOVERNMENT (SER.) (I/C)

To

All the Departments of Secretariat.

All Head of Departments.

All District Collectors.

Copy to:

All Services Sections in GAD.

G.A. (MC) Department.

P.S. to Secy. to Govt. (Ser.).

P.A. to Addl. Secy. to Govt. (Ser.).

SF/SC

/ / forwarded by order / /

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Letter No.11147/Ser.G/2009-1 Dated 02.04.2009

Sub:- P.S. – APLGS Rules – certain clarification on minimum age for compassionate appointment – request – Reg.

Ref:- From Representation received from APNGOs Association dt: 17.03.2009.

***

I am directed to invite attention to the reference cited and to inform that the orders were issued in Para (4) of G.O.Ms.No.165, GA(Ser.A) Dept., dt: 20.03.1989, to the effect that dependent of a Government employee who dies in harness or retires on medical invalidation grounds, who is minor seeking employment on compassionate ground should apply for appointment only after attaining the age of 18 years subject to the condition stipulated in item 13 in Government Memo No. 618/Ser.A/78-11, GAD, dt:17.12.1979 viz., the relief can be asked for within a reasonable time which may be two years from the date of demise of the Government servant but the spouse or the child of the deceased Government servant should immediately apply for this relief.

Yours Faithfully,

For Secretary to Govt.(Ser)

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.G) DEPARTMENT

U.O.Note.No.40067/Ser.G/2008-6 Dated 27.04.2009

Sub:- Public Services – Compassionate appointments of the dependents of employee who retired on medical invalidation – Revival of the scheme as per the judgement, Hon'ble Supreme Court of India – Certain Information in Prescribed proforma – Called for –Reg.

Ref:- 1. G.O.Ms.No.202, G.A(Ser.A) Dept., Dated 27.04.2002
2. G.O.Ms.No.203, G.A(Ser.A) Dept., Dated 27.04.2002
3. G.O.Ms.No.305, G.A(Ser.A) Dept., Dated 17.07.2002
4. G.O.Ms.No.44, G.A(Ser.A) Dept., Dated 17.02.2002
5. G.O.Ms.No.251, G.A(Ser.A) Dept., Dated 28.08.2004
6. G.O.Ms.No.100, G.A(Ser.A) Dept., Dated 3.3.2005
7. G.O.Ms.No.246, G.A(Ser.A) Dept., Dated 30.05.2006
8. G.O.Ms.No.124, PR&RD(Mdl.II) Dept., Dated 02.04.2008
9. G.O.Ms.No.661, G.A(Ser.A) Dept., Dated 23.10.2008
10. Representation from the Association of panchayat Secretaries appointed on compassionate grounds dt: 18.08.08 and others.
11. U.O.Note No.40067/Ser.G/2008-1, dated 6.11.2008 and last Reminded on 17.03.2009.

***

ORDER:

The attention of the Departments of Secretariat noted in the address entry is invited to the references cited. In the references 11th cited, it has been requested to obtain and furnish the information about the number of cases in which request for compassionate appointments to the dependents of Government employees who retired on medical invalidation grounds were not considered as the scheme was dispensed with vide reference 1st and 2nd cited. The information called for is in respect of Departments of secretariat/Heads of the Departments and from the Dist Collectors. The said information is still awaited.

2. it is requested to furnish the information as called for in the reference 11th cited to this Department immediately through their Department concerned with consolidation report from all Head of Departments under their control, so as to enable this department to take further action in the matter.

3. The matter may be treated as "MOST URGENT".

V. SAMUEL
Dy. Secretary to Government (SER) FAC

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Memo. No.20568/Ser.G/2009-1 Dated 22.06.2009

Sub:- Compassionate Appointment –Compassionate appointments to the dependents of deceased Government employees – Appointments of Departments of Secretariat and also Heads of Department – Further instructions –Issued.

Ref: - Memo No.17414/Ser.A/2007, Dated: 07.12.2007.

***

In the reference cited, the following instructions were issued.

"In future all the appointments on compassionate grounds to the dependents of the deceased Government employees, be made only in the "local cadre"" to which the applicant is a "local candidate".

A Doubt arose, whether the above instructions are applicable for compassionate appointments to the dependents of Government employee who died while in service/ who retired on Medical Invalidation in respect of Departments of Secretariat and also Heads of Department.

It is clarified that "the candidates to be appointed under compassionate appointment should be a local candidate if appointment is to be made to a localised post. If appointments is to be made into a non-localised post then the provisions of Presidential order are not applicable."

All the Departments of Secretariat and also the Heads of Departments are not governed by Presidential orders 1975. The Compassionate appointment in these offices can be made as per eligibility and instructions issued in Memo No.17414/Ser.A/2007, Dated:07.12.2007 are not applicable to the Departments of secretariat and the Heads of Departments.

N.V. RAMANA REDDY, IRPS,
Special Secretary to Govt., (protocol) &
Secretary to Government (Ser)I/C

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services – Compassionate appointment – Compassionate appointment to the dependents of deceased Government employees – Appointment to the post of Leading Fireman in Fire Service Department – Amendment – Issued.

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

G.O. Ms. No.625 Dated 27.10.2010.

Read the following:-

1) G.O. Ms. No. 687, G.A. (Ser.A) Department, dated 03.10.1977.
2) G.O. Ms. No. 612, G.A. (Ser.A) Department, dated 30.10.1991.
3) G.O. Ms. No. 480, G.A. (Ser.A) Department, dated 26.11.2002.

ORDER:

The scheme of compassionate appointment to the dependents of the deceased Government employees was ordered in G.Os. No. 687, General Administration (Ser.A) Department, dated 03.10.1977 and such appointments shall be to the Category of posts of Lower Division Clerk (now Junior Assistant) or to the posts whose pay is equal or less than that of the Lower Division Clerk. In the G.O. Ms. No. 612, General Administration (Ser.A) Department, dated 30.10.1991 as amended in G.O. Ms. No. 480, General Administration (Ser.A) Department, dated 26.11.2002, among others, it is ordered as follows:-

> "2 (iv) if the dependents of the deceased employees are eligible to be considered for any category of post whose pay is equal or less than that of Junior Assistant (Lower Division Clerk) and if they satisfy the qualifications and physical standards prescribed for such posts, they can be considered for posts such as, Police Constables in Home Department, Excise Constables in Excise Department, Helper Grade-I and II in Forest Department, **Leading Fireman** / Fireman in Fire Service Department etc., In any case, no dependent of the deceased Government employee possessing higher qualifications prescribed for the posts of Assistant Engineers, Assistant Executive Engineers, Civil Assistant Surgeons etc., shall be considered for appointment to posts carrying higher scales of pay such as Assistant Engineers, Assistant Executive Engineers, Civil Assistant Surgeons etc."

2. While that was the position, the scale of pay of the post of Leading Fireman in Fire Service Department was revised from time to time. The scale of pay of the post of Leading Fireman is now higher than that of a Junior Assistant, as detailed below:-

Sl.No	Name of the Category	Scale of pay in the Pre-Revised Scales, 2005	Scale of pay in the Revised Pay Scales, 2010
1	Junior Assistant	Rs. 4,825 - 10,845	Rs. 8,440 - 24,950
2	Leading Fireman	Rs. 5,200 - 11,755	Rs.10,020 – 29,200

3. In view of the above, and as per the scheme of compassionate appointment to the dependents of deceased Government employees, a question arose whether compassionate appointment to the said category of "Leading Fireman in Fire Services Department" can be considered or not. This issue has been carefully examined by the Government and it has been decided that the dependents of the deceased Government employees shall not hereafter be considered for appointment as Leading Fireman, whose scale of pay is higher than that of Junior Assistant and accordingly, order that compassionate appointment under the said scheme shall not be made against the category of Leading Fireman.

4. Therefore, the following amendment is issued in G.O. Ms. No. 612, General Administration (Ser.A) Department, dated 30.10.1991:-

AMENDMENT

In the said G.O. in paragraph 2, in sub-paragraph (iv), "**Leading Fireman**" shall be omitted.

(By order and in the name of the Governor of Andhra Pradesh)

S.V. PRASAD,
CHIEF SECRETARY TO GOVERNMENT.

To
All the Departments of Secretariat.
All the Heads of Department.
All the District Collectors.
All the District Judges.
The Director General, Fire & Emergency Services, A.P., Hyderabad.
Copy to:
The Home Department.
The Law Department.
The Finance Department.
The Accountant-General, A.P., Hyderabad.
The Secretary, Andhra Pradesh Public Service Commission, Hyderabad.
The Pay & Accounts Officer, A.P., Hyderabad.
All the District Treasury Officers.
P.S. to C.S. to Government.
P.S. to Prl. Secretary to C.M.,
SF/SC.

//forwarded by order//

SECTION OFFICER

GOVERNMENT OF ANDHARA PRADESH
GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Cir. Memo. No.40130/Ser.G/2009-1 Date: 18.06.2010

Sub:- Public Services – Subordinate Services – Appointment of Son/daughter/Spouse of a deceased Government servant – Retention of widower in service after re-marriage – Instructions – Communicated.

Ref:-1) G.O.Ms.No.687, G.A(Ser.A) Department, dated 03.10.1977.
2) Govt. Memo No. 872/Ser.A/85-1, G.A(Ser.A) Dept., dt: 27.01.1986.
3) Cir. Memo No. 60681/Ser.A/2003-1, G.A(Ser.A) Dept., dt: 12.08.2003.
4) From the Registrar (Admn), High Court of Andhra Pradesh Letter No. 5541/2009 Estt. Dt: 16.11.2009.

***

In the reference second cited, instructions were issued to continue 'widows' Who were appointed in terms of the orders issued in G.O.Ms.No.687, General administration (Ser.A) Department, dated 03.10.1977 on compassionate grounds, in service even after their re-marriage. This aspect has been reiterated in the consolidated instructions issued in the reference third cited.

2. The Registrar (Administration), High Court of Andhra Pradesh has sought for a clarification whether a widower appointed on compassionate grounds shall be allowed to continue in service even after her remarriage or not.

3. The Government, after careful examination, hereby clarify that the 'widowers' appointed in terms of the orders issued in G.O.Ms.No.687, General Administration (Ser.A) Department on compassionate grounds be continued in service even after their re-marriage.

Y. Sri Lakshmi,
Secretary to Government (Ser.HRM)

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Subordinate Services - Scheme of Compassionate Appointment to the dependents of deceased employees who die in harness prior to the 12-5-2014- Conditional appointment to the candidates who do not possess minimum Educational Qualifications to hold the post of Junior Assistant, Junior Assistant-Cum -Typist - Further orders – Issued.

GENERAL ADMINISTRATION (SERVICES.A) DEPARTMENT

G.O.MS.No. 25 Dated 12-03-2015
Read the following:

1)G.O.Ms.No.133, G.A (Ser.B) Department, dt:12.05.2014.
2)G.O.Ms.No.134, G.A (Ser.B) Department, dt:12.05.2014.
3)G.O.Ms.No.135, G.A (Ser.B) Department, dt:12.05.2014
4)From Joint Action committee of Employees, Teachers, Workers and Pensioners, Andhra Pradesh, representation, dt:03.02.2015.

***

ORDER:

In the G.O. 1st read above, Government have issued orders prescribing the qualification of Proficiency in Office Automation with usage of computer and associated software for the posts of Junior Assistants, Assistant-cum-Typists, Senior Stenographers and Junior Stenographers, UD Typists, Typists, LD Typists etc., in the offices of Heads of Departments/Directorates and in the sub offices other than offices of Heads of Departments / Directorates by direct recruitment through APPSC /DSCs.

2. In the G.O. 2nd read above, the Government have issued orders prescribing the qualification of Proficiency in Office Automation with usage of computer and associated software after a gap of not less than 3 months from the date of short listing of candidates, for the posts of Assistant Section Officers, Senior Stenographers and Junior Stenographers, Typists- Cum Assistant in the AP Secretariat by Direct Recruitments through APPSC.

3. In the G.O.3rd read above, Government have issued orders enhancing the Education qualification of 'Intermediate' with 'Degree' for the posts of Junior Assistants, Assistant-cum-Typists, Senior Stenographers and Junior Stenographers in the District offices.

4. In the 4th read above, Joint Action committee of Employees, Teachers, Workers and Pensioners, Andhra Pradesh, have requested the Government kindly to relax the qualification for the appointment to the dependents of deceased Government Servants whose deaths occurred before 12.05.2014 and waiting for appointments and allow them with intermediate qualification instead of Degree qualification.

5. Government after careful examination of the matter hereby order that:

1) The qualification of Intermediate/Technical qualification prescribed in the A.P Ministerial Service Rules, 1998, **prior to the amendment**, i.e., before the issue of G.O.Ms.No.135,General Administration (Ser.B) Department, dt:12/05/2014 for the post of Junior Assistant, Junior Assistant- cum-Typist in other than Heads of Departments be made applicable to those cases who have already submitted applications up to 11-5-2014 for appointment under compassionate grounds, subject to the condition that the candidate so appointed shall be allowed 5 years time to acquire the required qualification prescribed in the G.O.Ms.No.135, General Administration (Ser.A) Department, dt.12-5-2014.

2) The qualification of Degree and Proficiency of Office Automation in the usage of computer and associated software introduced by a way of amendment (i.e.,G.O.Ms.No.133 & 135, General Administration (ser.B) Department, dt:12/05/2014 be made applicable to the dependants of the deceased Government employee who have submitted applications under compassionate grounds after the above said amendment, i.e., 12-5-2014.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

D.KADMIEL
SECRETARY TO GOVERNMENT (SERVICES & HRM)

To
The Secretary, APPSC, Hyderabad.
All Collectors.
All Departments of Secretariat.
The AG, A.P, Hyderabad.
The PAO, A.P, Hyderabad.
The Finance (EBS-I) Dept
SF/SC.

//FORWARDED::BY ORDER//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Memo. No.13225/Ser.A/2015-1 Dated :13.02.2016

Sub:- Public Services – Subordinate Services –Compassionate Appointments to the dependents of the deceased Govt. Employees who died while in service or retired on medical Invalidation – Applicability to the employees of Municipalities, Municipal Corporations, Societies registered under societies act, Public Sector undertakings, Local bodies –Certain clarification sought for –Regarding.

Ref:-1. Government Circular Memo. No.35252/Ser.G/A1/2011-1. G.A(Ser.G) Dept., dt: 04.12.2013.
2. From the Collector, Srikakulam D.O.Rc.No.935/2015, dt:28.08.2015.

***

Government have issued certain instructions in the reference 1st cited that the original scheme of compassionate appointment formulated by General Administration Department is applicable only to the regular employees in Govt. Department and even though if any Department/Corporation/Co-operative Society/Public Sector Undertakings/Local Bodies (Municipalities, Municipal Corporations, Zilla Parishads, Mandal Praja Parishads, Gram Panchayats) have adopted the above scheme, their dependents cannot be given compassionate appointment in the Government Departments and they have to be appointed only in their respective office/Organisation as per their rules. If any Department has issued any order in deviation to this, they are requested to withdraw such instructions/orders, if any, immediately. These instructions should be followed scrupulously and any instructions issued by any other department repugnant to these instructions, the instructions issued by the GAD will prevail over the instructions issued by any other Department.

2. The Collector and District Magistrate, Srikakulam vide reference second cited has requested the Government to issue suitable instructions or clarification in the instructions contained in Circular Memo No. 35252/Ser.G/A1/2011-1, G.A(Ser.G) Department, dt:04/12/2013 so as to enable to provide employment to the dependents of the deceased Govt. servants, who worked in Local Bodies on compassionate appointment in other Government Departments.

3. Government, after careful examination of the matter, hereby reiterates that the instructions issued in Circular Memo No. 35252/Ser.G/A1/2011-1, G.A(Ser.G) Department, dt:04/12/2013 have to be followed scrupulously.

4. All the Departments of Secretariat/Heads of Departments/District Collectors are requested to follow the same and issue similar instructions to the department under their administrative control.

SHASHIBHUSHAN KUMAR
SECRETARY TO GOVT., (WR) &
SECRETARY TO GOT., (SER. & HRM) (FAC)

To
All the Department of Secretariat.
All Heads of Departments.
All District Collectors
All the Chief Executive Officers, Zilla Parishad.
The Registrar, A.P.High Court/APAT/Secretary, TDP
Copy to:
P.S. to Prl. Secretary to C.M.
P.S. to C.S.
P.S. to Prl. Secretary (Services)
SF/SCs.

//FORWARDED:: BY ORDER//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTATION (SER.A) DEPARTMENT

U.O.Note.No.873/Ser.A/2016 Dt:25.05.2017

Sub:- Establishment – Providing compassionate appointment to the deceased Government employees allotted to A.P. State and whose dependents having education in the erstwhile territories of united AP, now part and parcel of Telangana State – Instructions – Issued.

Ref:-Circular Memo.No.17414/Ser.A/2007, G.A(Ser.A) Dept., dt:07.12.2007.

***

In the reference cited, orders were issued that in future all the appointments on compassionate grounds to the dependents of the deceased Government employees are made only in the "local cadre" to which the applicant is a "local candidate"

2. It is observed by Government that post bifurcation, number of files are being received for providing compassionate appointments to the dependents of the deceased AP Local Cadre employees (expired while in service) who have pursued education in the territories now which are in Telangana State and became in-eligible for considering their candidature for compassionate appointments in AP in terms of the existing instructions issued in reference cited and that there is an urgent need to revise the existing instructions consistent with the present scenario.

3. Government after careful examination, hereby decided to consider the candidature of the dependents of the deceased Government employees who were allocated to the State of Andhra Pradesh and whose dependents have pursued education in the erstwhile territories of united A.P., now part and parcel of Telangana State, for compassionate appointment in the residuary State of Andhra Pradesh, if they so request, at the last place of working of the deceased employee in the residuary State of Andhra Pradesh by treating the applicant as a non-local candidate for the unreserved vacancy. The applicant should, however, fulfil the eligibility criteria stipulated for the compassionate appointment and all other existing instructions of the scheme shall apply to applicants.

DINESH KUMAR
CHIEF SECRETARY TO GOVERNMENT

To
All Departments of Secretariat.
All Heads of Departments.

All District Collectors.

Copy to:

The Services Sections in GAD.

The Registrar, A.P.High Court.

SF/SC.

//FORWARDED:: BY ORDER//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.A) DEPARTMENT

U.O. Note No.3379 /Ser.A/A1/2017-1, dated:07-06-2017

Sub: Check List for compassionate appointment to the Dependents of the deceased employees - Furnishing information while sending files to GAD on compassionate appointment - Reg.

***

A copy of **Check List for compassionate appointment to the dependents of the deceased employees** is herewith communicated to all the Departments in A.P. Secretariat and they are informed that apart from the regular report, they should also furnish information as per the check list enclosed while referring files to General Administration Department for offering remarks regarding compassionate appointment.

Dr. B. KISHORE
SECRETARY TO GOVERNMENT (SER)

To
All Departments in A.P. Secretariat (w.e.)

//FORWARDED :: BY ORDER//

SECTION OFFICER

CHECK LIST FOR COMPASSIONATE APPOINTMENT TO THE DEPENDENTS OF THE DECEASED EMPLOYEE

	Name of the deceased Govt., employee and his/her designation	
2.	a) Office in which the deceased employee worked. b) whether he is a permanent & regular employee whose probation is declared	
3.	Date of demise of the Govt., servant.	
4.	Name of the applicant and his/her relation with the deceased	
5.	Date of application of spouse in case of minor children	
6.	Whether it is received, in prescribed time	
7	Date of application made by the spouse/ son/ daughter of the deceased for compassionate appointment to self	
8	Whether the application made within the prescribed time limit?	
9	In case of minors, date of application made by minor after obtaining majority in terms of G.O.Ms.No.618/Ser.A/78-11, GAD, Dt: 17.12.1979.	
10	Whether it is made on time ?	
11	If Married Daughter is fully dependent on deceased employee, explain,	
12	Post to which the applicant has applied local status of the deceased employee Local Status of applicant	
13	Documents of proof whether enclosed to parent Department (Yes/No) If Yes – mention them & enclose copies of certificates duly attested.	1) Date of birth claimed by the applicant as per the SSC certificate 2)Local status proof as per education certificates 3) 4)

14	Age:	___years ____Months __days
15	*a) age relaxation: Under age/Over age claimed*	___years ____Months __days
	b) Delay in filing application to date of death of employee	___years ____Months __days
	c) Local status of the applicant and whether any relaxation required.	
	d) Qualifications of the applicant and whether any relaxation claimed ?	
16	Whether the applicant is eligible for conditional appointment, if claim is for such appointment ? If not, what relaxation is being sought.	
17	Whether there is a clear DR vacancy available or not.	
18	Specific recommendation of the Administrative Department. It must be clearly mentioned whether in their opinion, the applicant to eligible and can be provided compassionate appointment	
19	Remarks, if any	

NOTE: Administrative Department has to satisfy itself while submitting applications for Compassionate Appointment as per GO. Relaxations if any sought must be brought out specifically in this proforma.

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services – Subordinate Services – Revival of the scheme of compassionate appointments to the dependents of Government employees who retire on medical invalidation, as per the judgment of Supreme Court of India in Civil Appeal No.4210/2003 dated 12.08.2008 filed by V.Sivamurthy and others - Orders – Issued.

==========

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

G.O.Ms.No. 661 **Dated:23 -10-2008.**
Read the following:-

1) G.O.Ms.No.504, G.A.(Ser.A) Department, Dated 30.7.1980.
2) G.O.Ms.No.309, G.A.(Ser.A) Department, Dated 4.7.1985.
3) G.O.Ms.No.214, G.A.(Ser.A) Department, Dated 9.6.1998
4) Govt.Memo. No.36299/Ser.A/99-1, G.A.(Ser.A) Department, Dated 25.6.1999.
5) Judgment Dated 12.10.2001 in W.P.No.13489/2000 and batch of Hon'ble High Court of Andhra Pradesh.
6) G.O.Ms.No.202, G.A.(Ser.A) Department, Dated 27.4.2002.
7) G.O.Ms.No.203, G.A.(Ser.A) Department, Dated 27.4.2002.
8) G.O.Ms.No.305, G.A.(Ser.A) Department, Dated 17.7.2002.
9) G.O.Ms.No.44, G.A. (Ser.A) Department, Dated 17.2.2003.
10) G.O.Ms.No.251, G.A.(Ser.G) Department, Dated 28.8.2004.
11) G.O.Ms.No.100, G.A.(Ser.G) Department, Dated 3.3.2005.
12) Suo-moto contempt of Hon'ble High Court Dated 12.10.2001.
13) G.O.Ms.No.246, G.A.(Ser.G) Department, Dated 30.5.2006.
14) G.O.Ms.No.124,P.R.&R.D.(Mdl.II) Department, Dated 2.4.2008.
15) The judgment of Hon'ble Supreme Court of India in Civil Appeal No.4210/2003 filed by V.Sivamurthy with CA Nos.4208-4209, 4213, 4226 of 2003, Dated 12.08.2008.

* * *

O R D E R :-

In the reference first read above, the Scheme of compassionate appointments to the dependents of Government employees who retired on medical invalidation was introduced in the State. The appointments under the scheme were to the post of Junior Assistant or to a post whose pay scale is equal to or less than to that of Junior Assistant.

2. In the reference second read above, the benefit of compassionate appointments was confined to the cases where Government servants retire on medical grounds five years before attaining the age of superannuation irrespective of the age of superannuation prescribed for the posts and services.

3. In the reference third read above, orders were issued prescribing suitable safeguards and procedures duly constituting the Medical Teams,

District Level Committee of Officers and State Level Committee of Officers to prevent any misuse of the scheme of compassionate appointments to the dependents of Government employees who retire on Medical invalidation.

4. In the reference fourth read above, it was clarified that the benefit of compassionate appointment will be applicable only to those Government employees who retire on Medical Invalidation five years before they attain the age of superannuation. Therefore, the required period of five years of left over service is to be reckoned from the date of issue of orders of retirement on Medical invalidation. It is further clarified that in cases where the Government employees who do not have five years of service before they attain the age of superannuation at the time of considering such cases by the State Level Committee or District Level Committees, the respective Committees, after scrutiny of Medical Invalidation Certificates in those cases, may recommend only for retirement of such Government employees on medical invalidation as per the certificate issued by the Medical Board.

5. The Full Bench of the Hon'ble High Court of Andhra Pradesh in its common Judgment dated 12.10.2001 in W.P.No.13489/2000 held that the appointment on compassionate grounds on Medical Invalidation does not satisfy the requirement of Article 16 of the Constitution of India and any policy decision taken by the State is unconstitutional.

6. In the references sixth to eighth read above, orders were issued dispensing with the scheme of compassionate appointment in Medical Invalidation cases. The issue was examined by the Cabinet Sub-Committee on service matters based on several representations, keeping in view of the hardship pleaded by the Government employees who retired on medical invalidation, the Cabinet Sub-Committee on service matters in its meeting held on 23.01.2003 made certain recommendations to consider appointment to the post of Panchayat Secretary on contract basis with a basic pay of Rs.2870/- + H.R.A. + D.A. to the dependents of Government employees who retired on medical invalidation before issue of G.O.Ms.No.202, G.A.(Ser.A) Department, dated 27.4.2002.

7. In the reference 9th read above, the cases of dependents of Government employees who retired on medical invalidation and whose cases could not be considered by 27.4.2002 were considered for appointment on contract basis to the post of Executive Officer, Special Category-V (Panchayat Secretary) under Rule 9 of A.P. State and Subordinate Service Rules, 1996.

8. In the reference 10th read above, orders were issued to consider the dependents of Government employees who retired from service on medical invalidation before 27.4.2002, for appointment to the post of Panchayat Secretary on contract basis, taking into consideration the date of issue of medical invalidation certificate for reckoning the left over service of 5 years from the date of issue of medical invalidation certificate.

9. In the G.O. 11th read above, orders were issued that the dependents of Government employees who retired on medical invalidation before 27.4.2002 and who possess the academic qualification below 10th class only

shall be considered for appointment to any of the posts in A.P. Last Grade service on contract basis and on fixed pay of Rs.2600/- p.m.

10. In the G.O. 13th read above, orders issued in G.O.Ms.No.44, G.A.(Ser.A) Department, dated 17.2.2003 and G.O.Ms.No.100, G.A.(Ser.G) Department, dated 3.3.2005 were withdrawn.

11. Aggrieved by the above orders, certain Panchayat Secretaries have approached Hon'ble APAT and APAT rejected the request of the applicants. Further, the applicants approached Hon'ble High Court and the Hon'ble High Court in its interim order dated 19.12.2007 in W.P.M.P.No.18401/2007 in W.P.No.14637/2007 and batch cases have directed the respondents to consider the cases of petitioner for appointment as Panchayat Secretaries/V.R.Os / J.As and made it clear that such appointments shall be purely on "contract basis", as they were originally appointed and continuing.

12. In the reference 14th read above, the 1198 terminated Panchayat Secretaries were appointed on contract basis based on the interim orders of Hon'ble High Court dated 19.12.2007 in W.P.M.P. No.18401/2007 in W.P.No.14637/2007 and batch cases.

13. The Hon'ble Supreme Court of India, in V.Siva Murthy V/s State of Andhra Pradesh in (Civil appeal No 4210 of 2003 with CA.Nos.4208-4209, 4213, 4226 of 2003, Dated 12.08.2008) upheld the scheme of compassionate appointment to the dependents of Government employees who retired on Medical invalidation and held among others, as follows:

> "We therefore, allow these appeals, set aside the judgment of the High Court (dated 12.10.2001). We also set aside the orders of the Tribunal though on different grounds. We uphold the validity of the compassionate appointment scheme (contained in G.O.Ms.No.504, G.A.(Ser.A) Department, dated 30.7.1980, G.O.Ms.No.309, G.A.(Ser.A) Department, dated 4.7.1985 and G.O.Ms.No.214, G.A. (Ser.A) Department, dated 9.6.1998, as clarified in Govt. Memo.No.36299/Ser.A/99 dated 25.6.1999) providing that the period of five years of left over service should be reckoned from the date of issue of the order of retirement on medical invalidation and not from the date of application for retirement on medical invalidation. As the scheme was withdrawn by Govt. Memo. Dated 27.4.2002, to give effect to the impugned decision of the High Court, the state Government is at liberty to revive the scheme with or without modifications".

14. After careful consideration, Government issue the following orders on reviving the scheme of compassionate appointments on medical invalidation of Government employee.

> 1. This concession of compassionate appointment shall be allowed only in exceptional cases where the appointing authority is satisfied that the condition of the family is indigent and in great distress and when there is no other earning member in the family. The word

"family" consists of the members as defined in sub-rule 12(b) of Rule 50 of A.P. Revised Pension Rules, 1980.

2. The candidate eligible for appointment under this measure shall be the spouse of the Government servant or any one of the dependent children of the employee who retired on medical grounds.

3. The eligible person shall be appointed to the post of Junior Assistant or equivalent post or any other lower post.

4. Applications for appointment from such persons shall be entertained within a period of one year from the date of retirement of Government servant on medical invalidation.

5. The compassionate appointments shall be treated as direct recruitment and temporary appointments to start with.

6. The candidates to be appointed on compassionate grounds under these
scheme shall possess the age and other qualifications as per rules in force.

7. The temporary appointment of a spouse or child can be considered for regular appointment without subjecting them to the normal process of recruitment. However;

a) A formal notification of vacancy shall be made to the Employment Exchange.
b) After filling up the vacancy, the appointing authority will furnish all relevant particulars of the candidate to the Employment Exchange.
c) Such appointments should be made under intimation to the Director of Employment and Training excepting in case of High Court.

15. The appointments on compassionate grounds under this scheme shall be in the same unit of appointment. While making these appointments the provisions contained in the Andhra Pradesh Public Employment (Organization of Local Cadres and Regulation of Direct Recruitment) order, 1975 (Presidential Order on SPF) shall be applicable. The benefit of compassionate appointment on medical grounds shall be confined to the cases, where Government servants retired on medical ground, shall have left over service of 5 years before attaining the age of superannuation irrespective of the age of superannuation prescribed for the posts and services. The required period of 5 years of left over service is to be reckoned from the date of issue of orders of retirement on medical invalidation.

16. The appointing authority on receipt of the application from the Government employee for retirement on Medical Invalidation, shall refer the case to the Medical Board.

(i) At District level, a team of Doctors shall furnish the medical report to a District Level Committee of officers. Accordingly, Government hereby constitute the medical team (Medical Boards) as follows:-

(a) Where there are teaching hospitals, other than Ranga Reddy and Hyderabad Urban Districts, the medical team (Medical Board) shall consist of the Superintendent of the Govt. General Hospital and two doctors of the cadre of Civil Surgeon, nominated by the Superintendent of Government General employee is suffering and seeking Medical Invalidation and in case of a lady employee seeking a Medical Invalidation, of the two civil surgeons, one should be a lady civil surgeon.

(b) In the case of Ranga Reddy and Hyderabad Urban Districts, the Medical Boards already existing in Osmania General Hospital and Gandhi General Hospital shall constitute the team of Doctors (Medical Board) respectively.

(c) In all other districts, the District Co-ordinator of the District Head Quarters Hospitals of Andhra Pradesh Vidya Vidhana Parishad and two Civil Surgeons nominated by the District Co-ordinator, of whom one shall be from the specialty of the disease with which the employee is suffering from, shall constitute the medical team. In case, it is a woman employee seeking Medical Invalidation, of the two civil surgeons, one should be lady Civil Surgeon. Also where the District Head Quarter Hospital of Andhra Pradesh Vidya Vidhana Parishad does not have necessary expertise to decide the matter for want of the concerned specialist doctor, it may refer the case to the nearest teaching hospital for obtaining their opinion before making their recommendations.

(d) As and when a Government employee seeks and applies for retirement on medical grounds, the concerned appointing authority shall refer the case to the team of doctors (Medical Board) mentioned above.

(e) The Medical Board shall give its report based on the detailed clinical examination and relevant investigations in a Govt. Hospital/Govt. Institutions like NIMS, SVIMS etc.

(f) The benefit of compassionate appointment shall be extended in case where a Government servant totally cease to be employable and become a burden on his family i.e., when a Government servant is totally incapacitated on account of serious illness /accident.

(g) Accordingly, the disease for which medical invalidation shall be allowed may be any one of the following:-

1. Paralysis
   (i) All 4 limbs
   (ii) One side upper limb and lower limb
   (iii) Both lower limbs
2. End stage Renal diseases
3. End stage Liver diseases
4. Cancer with metastasis stage or secondaries
5. Dementia – Mental Disorder
6. Severe Parkinson disease
7. Loss of limbs (hands or legs) in case of drivers.

(ii) The appointing authority under whom the employee seeking medical invalidation is working, shall, after receipt of the Medical Boards recommendations refer the matter to a District Level Committee of officers for scrutiny and its recommendations. Government hereby constitute the District Level Committee of the officers with the following :-

1. District Collector .... Chairman.
2. The District Medical & Health Officer .... Member.
3. The District Head of the Department in which the employee is seeking retirement on Medical Invalidation. .... Member/ Convener.

The District Level Committee shall consider the Medical Invalidation report given by the Medical Board constituted in para 16 (i) above and scrutinize the proposal for compassionate appointment on Medical Invalidation strictly in accordance with the guidelines and conditions stipulated in the existing instructions on the scheme. The committee is also competent to seek at its discretion personal presence of the employee seeking retirement on medical invalidation before considering the proposal.

(iii) For scrutiny and for making recommendations in respect of cases of Government employees of Heads of Departments/Secretariat Departments, a State Level Committee of officers is hereby constituted with the following :-

1. Special Chief Secretary / Principal Secretary to Government Nominated by the Government ... Chairman.

2. Principal Secretary / Secretary to Govt., Health Medical & Family Welfare Dept. ... Member.

3. Principal Secretary / Secretary to Govt., of the Department in which the employee is seeking retirement on Medical Invalidation ... Member.

4. Principal Secretary / Secretary to Govt., Finance Department. ... Member.

5. Principal Secretary / Secretary to Govt., G.A. (Ser.) Department. ... Member.

6. Secretary to Govt., Law Department. ... Member.

7. Director of Medical Education ... Member.

8. Dy. Secretary / Jt. Secretary / Addl. Secretary to Government, HM&FW Dept. ... Member/ Convener.

The State Level Committee shall consider the medical invalidation report. The State Level Committee shall consider the medical invalidation report given by the Medical Board constituted in para 16 (i) above and scrutinize the proposal for compassionate appointment on Medical Invalidation strictly in accordance with the guidelines and conditions stipulated in the existing instructions on the scheme.

(iv) The District Collectors who are heading the District Level Committees shall send the recommendations of the District Level Committees to the concerned District Head of the Department.

(v) In cases of Government employees of Heads of Departments / Secretariat Departments, the proposals shall be placed before the State Level Committee of officers directly through H.M. & F.W. Department in Secretariat based on the recommendations of the Medical Board.

(vi) In respect of employees working in the Heads of Departments / Secretariat Departments, the Convener of State Level Committee of officers shall send the recommendation of the State Level Committee in each case to the concerned Prl.Secretary / Secretary to Government of the Secretariat Department or to the Heads of Departments concerned for issue of appropriate orders.

(vii) Only where the State Level Committees of officers makes a clear recommendation for retirement on medical invalidation, the concerned Department of Secretariat, Head of the Department shall issue necessary orders permitting the Government employees to retire on grounds of medical invalidation and to appoint the dependents, such Government employees who are permitted to retire on medical invalidation as per the other existing instructions on the scheme. Such compassionate appointments will be confined only to the Department in which retirement of the employee on medical invalidation was ordered. In case of Departments of Secretariat, it is Single Unit except Law and Finance Departments.

17. The compassionate appointments on medical invalidation shall be limited to 5% of Direct Recruitment vacancies in a unit of appointment.

18. All such cases where appointments under medical invalidation grounds were made, must be reported in detail by the District Head of the Department along with copies of the orders justifying the appointment orders under medical invalidation to the concerned Administrative Department in Secretariat.

19. All the Departments of Secretariat, all the Heads of Departments, all the District Collectors and all the appointing authorities shall follow the above instructions scrupulously without any deviation.

20. Necessary amendments to the Article 442 of Andhra Pradesh Pension Code shall be issued separately by Finance (Pension) Department.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

P.RAMAKANTH REDDY,
CHIEF SECRETARY TO GOVERNMENT.

To
All Departments of Secretariat.
All Heads of Departments.
All District Collectors in the State.
All District Judges in the State.
All Chief Executive Officers, Zilla Parishads in the State.
All Principals of Medical Colleges in Andhra Pradesh.
All Superintendents of Government General Hospitals.
All Dist.Coordinators of Hospitals, Dist.Head Quarters Hospitals.
The Finance (Pension) Department.
The Law (LSP) Department.
The HM & FW Department.
The G.A. (Cabinet/IC) Department.
Copy to:-
Prl.Secretary to Government, HM&FW Department.
Prl.Secretary to Government, Finance Department.
Secretary to Government, Law Department.
P.S. to Chief Secretary to Government.
P.S. to Prl.Secretary to Chief Minister.
The Director Medical Education, AP Hyderabad.
The Accountant General, A.P. Hyderabad.
The Secretary, APPSC, Hyderabad.
The Advocate General, High Court of A.P., Hyderabad.
The Govt.Pleader for Services, High Court of A.P., Hyderabad.
The Govt. Pleader for Services, A.P. Administrative Tribunal, Hyderabad.
SF / SC.

// Forwarded :: By Order //

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services — Subordinate Services — Compassionate appointments to the dependents of Government employees who retired on Medical Invalidation — Nomination of Chairman for State Level Committee — Orders — Issued.

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

G.O. Rt. No.1883 **Dated: 22 -04-2009.**
Read the following:-

G.O.Ms.No.661, G.A. (Ser.G) Department, Dated 23.10.2008.

***

Government nominate Sri A.K.Goyal, IAS, Special Chief Secretary to Government, Energy Department to be the Chairman of the State Level Committee constituted in Para 16(iii) of G.O.Ms.No.661, G.A. (Ser.G) Department, Dated 23.10.2008, to consider the reports given by Medical Boards and to scrutinize the proposals for appointments on compassionate ground to eligible dependent family members of Government employees of Head of Departments and Secretariat Departments who retired on medical invalidation in accordance with the guidelines and conditions stipulated in the scheme.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

P.RAMAKANTH REDDY,
CHIEF SECRETARY TO GOVERNMENT

To
Sri A.K.GoyaL, IAS,
Special Chief Secretary to Government,
Energy Department
The Officers concerned.
All Departments of Secretariat.
All Heads of Departments.
Copy to:-
The HM & FW (K) Department
The Director of Medical Education, Hyderabad
The PS to Special Chief Secretary to Government, Energy Dept.
The PS to Chief Secretary to Government.
The PS to Secy. to Govt.(Ser), GAD.SF / SC.

// Forwarded :: By Order //

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services - Judicial Department- Retirement of employees of Judicial Department on Medical Invalidation and providing compassionate appointments to their dependents - Constitution of Committees- Orders - Issued.

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

G.O.Rt.No. 4000 Dated: 13 -08-2009.
Read the following:-

1. G.O.Ms.No.661, G.A. (Ser.G) Department, Dated 23.10.2008.
2. From the Registrar (Admn.), High Court of A.P, letter ROC.No. 551 /2009-C-6, dated. 28.04.2009

ORDER:-

In the G.0 first read above, orders have been issued reviving the scheme of compassionate appointments to the dependents of Govt. employees who retired on Medical Invalidation and these orders shall have prospective effect only.

2.In the letter second read above, the Registrar (Admn.), High Court of A.P has reported that the District judges are the appointing authorities of employees working in Judicial Department in various Districts and High Court is the Head of the State Judiciary and all the Subordinate Courts are under the administrative control of the High Court according to Article 227 of Constitution of India. It is, therefore, essential to keep the Judiciary independent from the executive regarding the appointment at District Level. Hence, he has requested the Govt. to delegate the power of nominating the Committees regarding the compassionate appointment on Medical Invalidation to the High Court of Andhra Pradesh.

3. The Government, after careful consideration, hereby empower the Registrar (Admn.), High Court of Andhra Pradesh to Constitute Committees to consider the report of the Medical Board and make recommendation regarding the employees of the Judicial Department for their retirement on Medical Invalidation and providing compassionate appointment to their dependents.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

M.VEERABHADRAIAH
SECRETARY TO GOVERNMENT (SER)

To
The Registrar, (Admn)
Hon' ble High Court of Andhra Pradesh, Hyderabad
All the District Judges in the State

Copy to
The Law (E) Department
The Home (Courts.D) Department**P.S to Chief Secretary to Govt / PS to Prl Secretary to C.M/ Secretary to Govt (Ser)/ Secretary to Govt (Law) Sf/Sc**

// Forwarded :: By Order //

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services – Subordinate Services – Compassionate appointments to the dependents of Government employees who retired on Medical Invalidation – Nomination of Chairman for State Level Committee - Orders – Issued.

GENERAL ADMINISTRATION (SER-G) DEPARTMENT

G.O.MS.No. 3682 Dated: 04-08-2010

Read the following:-

1) G.O.Ms.No.661, G.A.(Ser.G) Dept., dt.23-10-2008.
2) G.O.Ms.No.1883, G.A.(Ser.G) Dept., dt.22-04-2009.
3) G.O.Rt.No.6179, G.A.(Spl.A) Dept., dt.29-12-2009.

***

ORDER:-

In the reference third read above Sri A.K. Goyal, IAS, Special Chief Secretary Chief Secretary to Government, was nominated as Chairman of the State Level Committee through the reference second read above, was retired from service from Planning department with effect from 31.12.2009 A.N., on attaining the age of superannuation.

2. Government after careful examination of the matter, hereby nominate Sri T. Chatterjee, IAS, Special Chief Secretary to Government, Planning Department as Chairman of the State Level Committee constituted in para 16(iii) of G.O.Ms.NO.661, G.A.(Ser.G) Dept., dt.23-10-2008, in place of Sri A.K. Goyal, IAS, Chief Secretary to Government, who has retired from service on 31.12.2009 A.N., to consider the reports given by Medical Boards and scrutinize the proposals for appointments on compassionate grounds to eligible dependent family members of Government employees of Heads of Departments and secretariat Departments who retired on medical invalidation in accordance with the guidelines and conditions stipulated in the scheme.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

S.V. PRASAD
CHIEF SECRETARY TO GOVERNMENT

To
Sri T. Chaatterjee, IAS.,
Special Chief Secretary to Govt.,
Planning Department.
The Officers concerned.

All Departments of Secretariat.
All Head of the Departments.
Copy to:
The HM&FW (K) Department.
The Director of Medical Education, A.P, Hyderabad.
The PS to Secretary to Government(Services), Planning Department.
The PS to Chief Secretary to Govt.
The PS to Secretary to Government.
SC/SF

//FORWARDED::BY ORDER//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services — Subordinate Services — Compassionate appointments to the dependents of Government employees who retired on Medical Invalidation — Nomination of Chairman for State Level Committee — Orders — Issued.

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

G.O. Rt. No. 6283 Dated : 29.12.2010.
Read the following:-

1. G.O. Ms. No. 661, GA (Ser.G) Department, dt. 23.10.2008.
2. G.O. Rt. No. 3862, GA (Ser.G) Department, dt.04.08.2010.
3. G.O.Rt.No.5412, GA (Spl.A) Department, dt. 6.11.2010.

ORDER:

In the reference third read above, Sri T. Chatterjee, IAS, Special Chief Secretary to Government, Planning Department who was nominated as Chairman of the State Level Committee through the reference second read above, has been relieved from the Andhra Pradesh Cadre so as to enable him to take up his new assignment in the post of Officer on Special Duty in the Ministry of Environment and Forests, Government of India, New Delhi.

2. Government after careful examination of the matter, hereby nominate Smt.Minnie Mathew, IAS., Special Chief Secretary to Government, General Administration Department as Chairman of the State Level Committee constituted in Para 16 (iii) of G.O. Ms. No. 661, General Administration (Ser.G) Department, dated 23.10.2008, in place of Sri T. Chatterjee, IAS, Special Chief Secretary to Government who has been relieved from the Andhra Pradesh Cadre through the reference 3rd read above, to consider the reports given by Medical Boards and scrutinize the proposals for appointments on compassionate grounds to eligible dependent family members of Government employees of Heads of Departments and Secretariat Departments who retired on medical invalidation in accordance with the guidelines and conditions stipulated in the scheme.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

S.V.PRASAD,
CHIEF SECRETARY TO GOVERNMENT

To
Smt. Minnie Mathew, IAS.,
Special Chief Secretary to Government, General
Administration Department. The Officers concerned.
All Departments of Secretariat.
All Heads of Departments.
Copy to:
The Health, Medical & Family Welfare (K) Department.
The Director of Medical Education, A.P. Hyderabad.
The PS to Special Chief Secretary to Government, General Administration Department.
The PS to Chief Secretary to Government.
The PS to Secretary to Government (Services), General Administration Department.
The General Administration (Special A) Department with a request to indicate the changes of postings of Officer if any, in future.
SF/SC.

//forwarded by order//

SECTION OFFICER.

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services - Subordinate Services - Compassionate appointments to the dependents of Government employees who retired on Medical Invalidation -Nomination of Chairman for State Level Committee - Orders - Issued.

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

G.O.Rt.No. 2049 Dated:08.05.2012.

Read the following:-

1. G.O.Ms.No.661, GA (Ser.G) Department, Dated 23.10.2008.
2. G.O.Rt.No.6283, GA (Ser.G) Department, Dated 29.12.2010.
3. G.O.Rt.No.1180, GA (Spl.A) Department, Dated 15.03.2012.

ORDER:

In the reference third read above, Smt.Minnie Mathew, IAS, Special Chief Secretary to Government, General Administration Department who was nominated as Chairman of the State Level Committee through the reference second read above, has been transferred and posted as Chief Commissioner of Land Administration and Special Chief Secretary.

2. Government after careful examination of the matter, hereby Nominate Sri I.Y.R.Krishna Rao, IAS, Special Chief Secretary to Government, Agricultural Marketing & Cooperation Department as Chairman of the State Level Committee constituted in Para 16 (iii) of G.O. Ms. No. 661, GA (Ser.G) Department, dated 23.10.2008, in place of Smt.Minnie Mathew, IAS, Special Chief Secretary to Government who has been transferred through the reference 3rd read above, to consider the reports given by Medical Boards and scrutinize the proposals for appointments on compassionate grounds to eligible dependent family members of Government employees of Head of Departments and Secretariat Departments who retired on medical invalidation in accordance with the guidelines and conditions stipulated in the scheme.

[BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH]

PANKAJ DWIVEDI
CHIEF SECRETARY TO GOVERNMENT

Sri I.Y.R.Krishna Rao,IAS,
Special Chief Secretary to Govt.,
Agricultural Marketing & Cooperation Department, ' D' Block,
A.P.Secretariat, Hyderabad.
The Officers concerned.
All Depts of Secretariat.
All Heads of Departments.

Copy to:

The HM & FW (K) Department.
The Director of Medical Education, AP, Hyd.,
The PS to Spl. CS to Govt., Agrl. Mktg. & Coopn. Dept. The PS to C.S. to Govt.,
The PS to Secy. to Govt (Ser), GAD.
The GA (Spl.A) Dept., [with a request to indicate the changes of postings of Officer if any, in future.]
SF/SC.

//FORWARDED BY ORDER//

SECTION OFFICER

GOVERNMENT OF ANDHARA PRADESH
GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Cir. Memo. No.35252/Ser.G/A1/2011-1, Date: 04.12.2013

Sub:- Public Services – Subordinate Services – Compassionate Appointment to the dependents of the deceased Government employees who died while in service of retired on Medical Invalidation – Applicability to the employees of Municipalities, Municipal Corporations, Societies registered under Societies Act, Public Sector Undertakings, Local Bodies – Further Instructions – Issued – Regarding.

Ref:- 1. G.O.Ms.No.687, G.A(Ser.A) department, dated 03.10.1977.
2. G.O.Ms.No.504, G.A(Ser.A) department, dated 30.07.1980.

***

In the G.O. 1st cited, orders were issued providing appointment to the dependents son/daughter/spouse of a Government Servant, who dies in harness, on compassionate grounds, subject to certain conditions specified therein as a social security measure, taking into account the need for immediate assistance to the family on the passing away of the Government Servant in harness. The application for appointment shall be entertained within a period of one year from the date of occurrence of the death of Government Servant.

2. In the G.O. second cited, orders were issued extending the scheme of compassionate appointment introduced in G.O.Ms.No.687, G.A(Ser.A) Department dt: 03.10.1977 to the dependent of a Government servant who retired on Medical Invalidation subject to certain conditions prescribed therein. Subsequently various orders/instructions were issued on the scheme Later on the scheme was dispensed vide G.O.Ms.No.202, G.A(Ser.A) Dept., dt: 27.04.2002 as per A.P. High Court Orders dt: 12.10.2001 in W.P.No. 13489/2000.

3. Subsequently, these orders were challenged and the mater was carried up to Supreme Court of India. Finally as per Supreme Court orders, the scheme of compassionate appointment on Medical Invalidation was revived vide G.O.Ms.No.661, G.A(Ser.G) Dept., dt: 23.10.2008 to the spouse/daughter/son of Government Servant who retired on medical invalidation subject to certain conditions specified therein.

4. In this context, it is stated that the orders issued by the Government in G.A(Ser.A) Department from time to time on the schem of compassionate appointment to the dependents of Government employees, who die in harness as well as to the dependents of Government employees who retire on medical invalidation are applicable to the Government servants only, but not to dependents of the employees of Local bodies (Municipalities, Municipal Corporation, Zilkla Parishads, Mandal Praja Parishads, Gram

Panchayats) Public Sector Undertakings, societies registered under the Societies Act, Aided schools, Aided Colleges, Libraries, Zilla Grandhalaya Samsthas etc. However, the orders issued by the Government from time to time on this scheme of compassionate appointment have been adopted and made applicable to the employees of Local Bodies, Societies etc. by the respective administrative departments of secretariat by issuing separate orders viz., the education Department in G.O.Ms.No.30, Education (Ser.V) Deptt., dt: 01.02.1994 have issued orders extending the scheme of compassionate appointment to the dependents of the deceased Government employees introduced in G.O.Ms.No.687, G.A(Ser.A) Deptt., dt: 03.10.1977 to the employees working in Aided/ZPP/Municipal Management Schools.

5. Further, Government vide Memo No.1366/Ser.IV-1/94-2, Education (Ser.IV) Deptt., dt:04.07.1997 have issued specific instructions to the effect that the children of the deceased employees working in Aided schools are eligible for compassionate appointment only in that school. Subsequently, a ban was imposed for appointments on compassionate grounds and later on in G.O.Ms.No.113, Education (SE.PS.I) Department, dt:06.10.2009, orders were issued reviving the scheme of compassionate appointment to the dependents of the deceased aided employees working in aided institutions in terms of orders issued in G.O.Ms.No.30, Education(Ser.V) Deptt., dt.01.02.1994. Further, the MA&UD Department have issued orders in G.O.Ms.No.179, MA&UD(G1) Deptt., dt:23.04.2010 extending the scheme of compassionate appointment on medical invalidation revived in G.O.Ms.No.661, G.A(Ser.G) Deptt., dt:23.10.2008 to the employees working in all Municipalities/Corporations including Grater Hyderabad Municipal Corporation in the State. Further, in G.O.Ms.No.20, Agri. & Coop. Deptt., dt:20.01.2011, the Agri. & Copp. Department have issued orders extending the above scheme of compassionate appointments on medical invalidation revived in G.O.Ms.No.661, G.A(Ser.G) Deptt., dt: 23.10.2008 to the employees working in Agriculture Marketing Committees in the State w.e.f., 23.10.2008.

6. In view of issuance of several orders by various departments on the scheme of compassionate appointment, it has come to the notice of Government that in a number of files relating to compassionate appointment to the dependents of employees who die in harness and as well as dependents of employees who retire on Medical Invalidation, certain departments of Secretariat are coming up with the proposal for providing compassionate appointment to the dependents of the employees of Local Bodies, Public Sector Undertakings, Societies etc. in Government departments i.e., other than the organization in which the deceased employee was working prior his death or retirement on medical invalidation grounds.

7. In this context it is stated that as the original scheme of compassionate appointment is applicable to the dependents of Government employees only, who had expired while in service and who had retired on medical invalidation grounds, it is decided to issue the following clarification to all department of Secretariat/HoDs/District Collectors:-

All Departments of Secretariat/Hods/District Collectors are hereby clarified that the original scheme of compassionate appointment formulated by General Administration Department is applicable only to the regular employees in Government department and even though if any Department/Corporation/Cooperative Society/Public Sector Undertakings/Local Bodies (i.e. Municipalities, Municipal Corporations, Zilla Parishads, Mandal Praja Parishads, Gram Panchayats) have adopted the above scheme, their dependents can ***not*** *be given compassionate appointment in the Government Departments and they have to be appointed only in their respective Office/Organization as per their rulesIf any Department has issued any order in deviation to this, they are requested to withdraw such instructions/orders, if any immediately. These instructions should be followed scrupulously and any instructions issued by any other Department are repugnant to these instructions, the instructions issued by this Department will prevail over the instructions issued by any other department.*

8. All the Departments of Secretariat/Heads of Departments/District Collectors are requested to issue similar instructions under the ir administrative control to follow the above instructions scrupulously.

P.K.MOHANTY
CHIEF SECRETARY TO GOVERNMENT

To
All the Department of Secretariat.
All Heads of Departments.
All District Collectors
All the Chief Executive Officers, Zilla Parishad.
The Registrar, A.P.High Court/APAT/Secretary, TDP
Copy to:
P.S. to Prl. Secretary to C.M.
P.S. to C.S.
P.S. to Prl. Secretary (Services)
SF/SCs.

//FORWARDED:: BY ORDER//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services - Scheme of Compassionate Appointments to the dependents of Government employees who retire on medical invalidation revived in G.O.Ms.No.661, General Administration (Ser.G) Department, dated 23.10.2008 -Certain Amendment - Orders - Issued.

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

G.O.Ms.No.182 Dated:22-05-2014.
Read the following:-

1) . G O.Ms.No.504, G.A.(Ser.A) Department, dated 30.7.1980.
2) G.O.Ms.No.309, G.A.(Ser.A) Department, dated 4.7.1985.
3) G.O.Ms.No.214, G.A.(Ser.A) Department, dated 9.6.1998 4)Govt.Memo. No.36299/Ser.A/99-1, G.A.(Ser.A) Department, dated. 25.6.1999.
5)Judgment dated 12.10.2001 in W.P.No.13489/2000 and batch of Hon'ble High Court of Andhra Pradesh.
6) G.O.Ms.No.202, G.A.(Ser.A) Department, dated 27.4.2002.
7) G.O.Ms.No.203, G.A.(Ser.A) Department, dated 7.4.2002.
8) G.O.Ms.No.305, G.A.(Ser.A) Department, dated 7.7.2002.
9) G.O.Ms.No.44, G.A.(Ser.A) Department, dated 17.2.2003.
10) G.O.Ms.No.251, G.A.(Ser.G) Department, dated 28.8.2004.
11) G.O.Ms.No.100, G.A.(Ser.G) Department, dt: 3.3.2005.
12) Suo-moto contempt of Hon'ble High Court, dt: 12.10.2001.
13) G.O.Ms.No.246, G.A.(Ser.G) Department, dt: 30.5.2006.
14) G.O.Ms.No.124, P.R.&R.D.(Mdl.II) Department, dt: 2.4.2008.
15) The judgment of Hon'ble Supreme Court of India in Civil Appeal No.4210/2003 filed by V.Sivamurthy with CA Nos.4208-4209, 4213, 4226 of 2003, dated 12.08.2008.
16) G.O.Ms.No.661, G.A.(Ser.G) Department, dt: 23.10.2008.
17)G.O.Rt.No.3401, G.A.(GPM&AR) Department, dated 23.07.2012.

-o0o-

O R D E R

In the reference 16th read above, the Scheme of compassionate appointment to the dependents of Government employees who retire on medical invalidation has been revived as per the judgment of Supreme Court of India in the Appeal No.4210/2003, dated 12.08.2008, filed by Siva Murthy and others. In Para 15 of the said G.O. it was stipulated that the benefit of compassionate appointment on medical ground shall be confined to the cases where the Government servant retired on medical grounds shall have left over service of 5 years before attaining the age of superannuation irrespective of the age of superannuation prescribed for the

posts and services. The required period of 5 years of left over service is to be reckoned from the date of issue of orders of retirement on medical invalidation.

2. It has been observed that while processing the cases for providing compassionate appointment under the above scheme, number of cases are being referred to General Administration (Ser.G) Department for relaxation of the condition that the Government servant shall have five (5) years of left over service before the age of superannuation prescribed for the post and services, on the ground of delay occurred in cases at various stages of the scheme.

3. The Standing Committee of Officers constituted in the reference 17th read above, in its meeting held on 25.01.2014, in case of compassionate appointment of Sri G.Ashok Reddy, S/o Sri G.Venkat Reddy, Forest Section Officer, and in case of Sri S.Baljeeth Singh, Dy EE, RWS & S who retired on medical grounds for relaxation of minimum left over service in terms of G.O.Ms.No.661, GA(Ser.G) Department, dated 23.10.2008, has observed that, the entire cases relating to medical invalidation need to be studied carefully so that the date of submission of the application for medical invalidation should cover the reasonable time taken to process the case before the Medical Boards so as to avoid the charge or complaint of administrative delay.

4. Government after careful consideration of the matter, hereby orders that the required period of 5 years of left over service, appearing in para 15 of G.O.Ms.No.661, General Administration (Ser.G)Department, dated 23.10.2008, which is to be reckoned from the date of issue of order of retirement on medical invalidation, **shall** now be reckoned from the date, on which medical board approves the request of medical invalidation provided that the District Level Committee / State Level Committee approves the recommendation of medical board. However it is reiterated that all other conditions stated in G.O.Ms.No.661,General Administration (Ser.G)Department, dated 23.10.2008, remains unaltered.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

Dr.P.K.MOHANTY
CHIEF SECRETARY TO GOVERNMENT

To
All Departments of Secretariat.
All Heads of Departments.
All District Collectors in the State.
All District Judges in the State.
All Chief Executive Officers, Zilla Parishads in the State.
All Principals of Medical Colleges in Andhra Pradesh.
All Superintendents of Government General Hospitals.
All Dist.Coordinators of Hospitals, Dist.Head Quarters Hospitals.
The Finance (Pension) Department.
The Law (LSP) Department.

The HM & FW Department.
The G.A. (Cabinet/IC) Department.
Copy to:-
Prl.Secretary to Government, HM&FW Department.
Prl.Secretary to Government, Finance Department.
Secretary to Government, Law Department.
P.S. to Chief Secretary to Government.
P.S. to Prl.Secretary to Chief Minister.
The Director Medical Education, AP Hyderabad.
The Accountant General, A.P. Hyderabad.
The Secretary, APPSC, Hyderabad.
The Advocate General, High Court of A.P., Hyderabad.
The Govt.Pleader for Services, High Court of A.P., Hyderabad.
The Govt. Pleader for Services, A.P. Administrative Tribunal, Hyderabad.
SF/SC.

//FORWARDED :: BY ORDER//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services – Subordinate Services – Compassionate appointment to the dependents of Government employees who retired on Medical Invalidation – Nomination of Chairman for State Level Committee - Orders – Issued.

GENERAL ADMINISTRATION (SER-A) DEPARTMENT

G.O.Ms.No.51 Dated:18-04-2015
Read the following:-

1) G.O.Ms.No.661, G.A.(Ser.G) Dept., dt.23-10-2008.
2) G.O.Rt.No.2049, G.A.(Ser.G) Dept., dt.08-05-2012.
3) G.O.Rt.No.2382, G.A.(Spl.A) Dept., dt.11-06-2014.

***

ORDER:-

In the reference 2nd read above Sri I.Y.R.Krishna Rao, IAS, the then Special Chief Secretary to Government, Agriculture Marketing & Co-operation Department was nominated as Chairman of the State Level Committee as per the orders issued in the reference 1st read above.

2. In the reference 3rd read above, Sri I.Y.R.Krishna Rao, IAS, was appointed as Chief Secretary to Government of Andhra Pradesh.

3. Consequent on the above orders, it is become necessary to appoint a new Chairman to the State Level Committee.

4. Government after careful examination of the matter, hereby nominate Sri Satya Prakash Tucker, IAS, Special Chief Secretary to Govt & Development Commissioner, Planning Department as Chairman of the State Level Committee constituted in para 16(iii) of G.O.Ms.NO.661, G.A.(Ser.G) Dept., dt.23-10-2008, in place of Sri I.Y.R. Krishna Rao, IAS, Special Chief Secretary to Government, Agriculture Marketing & Co-operation Department who has been appointed as Chief Secretary to Government of Andhra Pradesh through the reference 3rd read above, to consider the reports on compassionate grounds to eligible dependent family members of Government employees of Head of Departments and Secretariat Departments who retired on medical Invalidation in accordance with the guidelines and conditions stipulated in the scheme.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

N.V.RAMANA REDDY
SPL.SECRETARY TO GOVERNMENT (PROTOCOL) &
SECRETARY TO GOVERNMENT (SER & HRM) (I/C)

To
Sri S.P. Tucker, IAS,
Special Chief Secretary to Govt &
Development Commissioner, Planning Department.

The Officers concerned.
All Departments of Secretariat.
All Head of the Departments.
All District Collectors.
Copy to:
The HM&FW (K) Department.
The Director of Medical Education, AP, Hyd.
The PS to all Ministers
The PS to Chief Secretary to Govt.
The PS to Spl. Chief Secretary to Govt.
The PS to Secretary to Government(Services), G.A.D.,
SC/SF

//FORWARDED::BY ORDER//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.A) DEPARTMENT

Memo. No.13225/Ser.A/2015-1 Dated :13.02.2016

Sub: Public Services – Subordinate Services – Compassionate Appointments to the dependents of the deceased Govt. Employees who died while in service or retired on medical Invalidation – Applicability to the employees of Municipalities, Municipal Corporations, Societies registered under societies act, Public Sector undertakings, Local bodies –Certain clarification sought for –Regarding.

Ref:-1. Government Circular Memo. No.35252/Ser.G/A1/2011-1. G.A(Ser.G) Dept., dt: 04.12.2013.
2. From the Collector, Srikakulam D.O.Rc.No.935/2015, dt:28.08.2015.

***

Government have issued certain instructions in the reference 1st cited that the original scheme of compassionate appointment formulated by General Administration Department is applicable only to the regular employees in Govt. Department and even though if any Department/Corporation/Co-operative Society/Public Sector Undertakings/Local Bodies (Municipalities, Municipal Corporations, Zilla Parishads, Mandal Praja Parishads, Gram Panchayats) have adopted the above scheme, their dependents cannot be given compassionate appointment in the Government Departments and they have to be appointed only in their respective office/Organisation as per their rules. If any Department has issued nay order in deviation to this, they are requested to withdraw such instructions/orders, if any, immediately. These instructions should be followed scrupulously and any instructions issued by any other department repugnant to these instructions, the instructions issued by the GAD will prevail over the instructions issued by any other Department.

2. The Collector and District Magistrate, Srikakulam vide reference second cited has requested the Government to issue suitable instructions or clarification in the instructions contained in Circular Memo No. 35252/Ser.G/A1/2011-1, G.A(Ser.G) Department, dt:04/12/2013 so as to enable to provide employment to the dependents of the deceased Govt. servants, who worked in Local Bodies on compassionate appointment in other Government Departments.

3. Government, after careful examination of the matter, hereby reiterates that the instructions issued in Circular Memo No.

35252/Ser.G/A1/2011-1, G.A(Ser.G) Department, dt:04/12/2013 have to be followed scrupulously.

4. All the Departments of Secretariat/Heads of Departments/District Collectors are requested to follow the same and issue similar instructions to the department under their administrative control.

SHASHIBHUSHAN KUMAR
SECRETARY TO GOVT., (WR) &
SECRETARY TO GOT., (SER. & HRM) (FAC)

To
All the Department of Secretariat.
All Heads of Departments.
All District Collectors
All the Chief Executive Officers, Zilla Parishad.
The Registrar, A.P.High Court/APAT/Secretary, TDP
Copy to:
P.S. to Prl. Secretary to C.M.
P.S. to C.S.
P.S. to Prl. Secretary (Services)
SF/SCs.

//FORWARDED:: BY ORDER//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services - Subordinate Services - Compassionate appointment to the dependents of Government employees who retired on Medical Invalidation -Nomination of Chairman for State Level Committee - Orders - Issued.

GENERAL ADMINISTRATION (SER-A) DEPARTMENT

G.O.MS.No. 30 Dated: 06-03-2017

Read the following:-

1) G.O.Ms.No.661, G.A.(Ser.G) Dept., dt.23-10-2008.
2) G.O.Ms.No.51, G.A.(Ser.A) Dept., dt.18-04-2015.
3) G.O.Rt.No.226, G.A.(SC.A) Dept., dt.29-01-2016.

ORDER

In the reference 2nd read above Sri Satya Prakash Tucker, IAS, the then Special Chief Secretary to Government, was nominated as Chairman of the State Level Committee as per the orders of the reference 1st read above.

2. In the reference 3rd read above, Sri Satya Prakash Tucker, IAS, was appointed as Chief Secretary to Government of Andhra Pradesh.

3. Consequent on the above orders, it has become necessary to appoint a new Chairman to the State Level Committee.

4. Government after careful examination of the matter, hereby nominate Sri L.V. Subramanyam, IAS, Special Chief Secretary to Govt as Chairman of the State Level Committee constituted in para 16(iii) of G.O.Ms.NO.661, G.A.(Ser.G) Dept., dt.23-10-2008, in place of Sri Satya Prakash Tucker, IAS, Chief Secretary to Government, who has been appointed as Chief Secretary to Government of Andhra Pradesh through the reference 3rd read above, to consider the reports on compassionate grounds to eligible dependent family members of Government employees of Head of Departments and Secretariat Departments who retired on Medical Invalidation in accordance with the guidelines and conditions stipulated in the scheme.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

Dr. B. KISHORE
SECRETARY TO GOVERNMENT (SER & HRM)

To
Sri L.V. Subramanyam, IAS,

Special Chief Secretary to Govt.,
All Departments of Secretariat.
All Head of the Departments.
All District Collectors.

Copy to:

The HM&FW (I.1) Department.
The Director of Medical Education, A.P,
Vijayawada. The PS to all Ministers
The PS to Chief Secretary to Govt.
The PS to Spl. Chief Secretary to Govt.
The PS to Secretary to Govern ment(Services),
G.A.D., SC/SF

//FORWARDED: :BY ORDER//

SECTION OFFICER

CHAPTER - IX

COMPASSIONATE APPOINTMENTS

GOVERNMENT OF ANDHRA PRADESH

GENERAL ADMINISTRATION (IC) DEPARTMENT

memo No. 326/I.C./93-4

Dated 22-5-95

Sub : Public Services - Compassionate appointments to the spouse/ son/ ghter of Government employees who dies in harness - Particulars of vacancies ed for.

Ref : 1. G.O.Ms.No. 215, General Administration (Ser.A) department, dated 8-4-1993.

2. Government Memo No. 326/I.C./93-1, General Administration (I.C.) Department dated 22-5-1993.

3. Government Memo No. 326/I.C./93-3, General Administration (I.C.) department, dated 13-12-1993.

In the G.O.first cited (copy enclosed) the following orders were issued :-

i) where a vacancy is available and an eligible dependent could be inted in such a vacancy with reference to his qualifications and subject to isions of rule of reservation, the appointing authority may appoint him ghtaway and duly intimate the fact to the District Collector / General inistration (I.C.) Department, as the case may be.

ii) In cases where there is no vacancy or the dependent cannot be inted even if a vacancy is available as he is not qualified to hold such post s the vacancy is meant for Scheduled Castes / Scheduled Tribes / Backward s candidate, the apointing authority shall report the vacancy, while forwarding application of the eligible dependent to the nodal authority for appointment ny vacancy in the District / in the Twin Cities as the case may be.

iii) There may be few cases, where an application is received from an ble dependent of a deceased Government employee (viz., in respect of cases ed by item (i) above after the appointing authority has notified a vacancy e nodal authority. In such cases, the appointing authority should immediately of that claim of the dependant to the Collector / General Administration Department and make such appointment only after obtaining clearance the Collector / General Administation (IC) department as the case may be. appointments shall not be made without reference to the Collector / ral Administration (I.C.) Department under any circumstances.

2. Further the appointing authorities were requested to furnish a monthly report of vacancies existing in their offices along with the details of applications received from the dependants of the deceased and forwarded to the nodal agency i.e. to General Administration (IC) Department in the prescribed format.

3. It has been noticed that the appointing authorities instead of furnishing the information as required above are sending proposals for consideration for compassionate appointment to Government without obtaining the following documents from the applicants :

1. Death Certificate
2. Legal Heir Certificate
3. Educational Qualifications with date of birth proof certificate.
4. No earning Member declaration form the applicant seeking employment.
5. No objection declaration from the other family members.
6. Financial status of the family members from the Revenue Division Officer concerned verify whether the family is very poor & deserving for the compassionate appointments, under the scheme.

4. Hence the appointing authorities are requested to notify the vacancies in the prescribed format to Government in General Administration (I.C.) Department and also to send the proposals with the above required documents to examine the cases. If no vacancies are available, a 'Nil' report may be sent in the month every month as desired in the G.O. first cited.

5. The receipt of this Memo should be acknowledged.

G. NIRANJANA RAO
SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION(SER.G)DEPARTMENT

Memo.No.80863/Ser.G/A1/2005-1 **Dt: 06-08-2005.**

Sub: T&A Deptt – District Treasury – Passing of Bills – Salary bill – First salary bill of Smt.L.Jyothi D/o. Late L.Surya Rao, cook-cum-supplier, Govt.Polytechnic, Gudur, Nellore district – Clarification Request – Reg.

Ref: From the Director, Treasuries & Accounts, Hyderabad Lr.No.M1/21310/2005, dt: 28.6.2005.

***

The attention of the Director of Treasuries & Accounts, Hyderabad is invited to the reference cited and he is informed that compassionate appointment to the married daughter is provided to look after the spouse of the deceased Government employee. When the spouse of the deceased Government employee is not alive, the purpose of providing employment to the married daughter will not be served. Hence, compassionate appointment cannot be considered, where the Government employee expired and spouse of the deceased is not surviving.

K.R.CHARI
OFFICER ON SPECIAL DUTY(SER.)

To
The Director of Treasuries & Accounts,
Hyderabad
Copy to:
Finance (TFR)Department.
Higher Education Department.

//Forwarded : By Order//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Circular Memo.No.43785/Ser.G/2010-5 **Dated: 12-12-2011**

Sub:- Public Services – Subordinate Services – Revival of the scheme of compassionate appointments to the dependents of Government employees, who retire on Medical Invalidation, as per the Judgment of Hon'ble Supreme Court of India in Civil Appeal No. 4210/2003, Dated 12.08.2008 filed by V. Sivamurthy and others – Orders issued vide G.O.Ms.No.661, G.A.(Ser.G) Department, Dt.23.10.2008 - Clarification – Issued.

Ref:- 1) G.O.Ms.No.504, G.A.(Ser.A) Dept., Dt: 30.07.1980.
2) G.O.Ms.No.202, G.A.(Ser.A) Dept., Dt: 27.04.2002.
3) G.O.Ms.No.203, G.A.(Ser.A) Dept., Dt: 27.04.2002.
4) G.O.Ms.No.305, G.A.(Ser.A) Dept., Dt: 17.07.2002.
5) The Judgment of Hon'ble Supreme Court of India in Civil Appeal No.4210/2003 filed by V. Sivamurthy with CA Nos.4208-4209, 4213, 4226 of 2003, Dt:12.08.2008.
6) G.O.Ms.No.661, G.A.(Ser.G) Dept., Dt: 23.10.2008.
7) Judgment of High Court of A.P. in W.P. No.6610/2009, Dt:14.9.2009.
8) The orders of APAT in O.A. No.7674 of 2007, Dt:01.06.2010.

***

In the reference first cited, the Scheme of compassionate appointments to the dependents of Government employees, who retired on Medical Invalidation, was introduced in the State. The appointments under the scheme were to the post of Junior Assistant or to a post carrying pay scale equal to or less than to that of Junior Assistant. Subsequently certain modifications/ guidelines were issued from time to time on the scheme.

2) The Full Bench of the Hon'ble High Court of Andhra Pradesh in its common Judgment dated 12.10.2001 in W.P.No.13489/2000 held that the appointment on compassionate grounds on Medical Invalidation does not satisfy the requirement of Article 16 of the Constitution of India and any policy decision taken by the State is unconstitutional.

3) Accordingly, in the references 2nd to 4th cited, orders were issued dispensing with the scheme of compassionate appointment in Medical Invalidation cases.

4) Aggrieved by this, certain candidates have filed SLP in Supreme Court. The Hon'ble Supreme Court of India, in V. Siva Murthy V/s State of Andhra Pradesh in Civil Appeal No. 4210 of 2003 with CA. Nos.4208-4209, 4213, 4226 of 2003, Dated 12.08.2008 upheld the scheme of compassionate appointment to the dependents of Government employees who retired on Medical invalidation and held, among others, as follows:

"We therefore, allow these appeals, set aside the judgment of the High Court (dated 12.10.2001). We also set aside the orders of the Tribunal though on different grounds. We uphold the validity of the compassionate appointment scheme (contained in G.O.Ms. No.504, G.A.(Ser.A)Department, dated 30.7.1980, G.O.Ms.No.309, G.A.(Ser.A) Department, dated 4.7.1985 and G.O.Ms.No.214, G.A. (Ser.A)Department, dated 9.6.1998, as clarified in Govt. Memo. No.36299/ Ser.A/99 dated 25.6.1999) providing that the period of five years of left over service should be reckoned from the date of issue of the order of retirement on medical invalidation and not from the date of application for retirement on medical invalidation.

As the scheme was withdrawn by Govt. Memo. dated 27.4.2002, to give effect to the impugned decision of the High Court, the state Government is at liberty to revive the scheme with or without modifications".

5) Accordingly, the Government have formulated the scheme of compassionate appointments to the dependents of Government employees, who retire on medical invalidation and orders were issued vide G.O.Ms.No.661, G.A.(Ser.G) Department, Dated: 23.10.2008 with certain conditions stipulated therein.

6) Number of O.As & W.Ps were/ are being filed by the dependents of Govt. employees who retired on Medical invalidation in the Andhra Pradesh Administrative Tribunal & Andhra Pradesh High Court for providing compassionate appointments in respect of old cases. Several Departments have been referring the files pertaining to the old cases pending prior to dispensing the scheme of compassionate appointment in terms of G.O.Ms.No.661, G.A.(Ser.G) Department, Dated: 23.10.2008 seeking clarifications. The Departments concerned were informed that the orders of **G.O.Ms.No.661, G.A.(Ser.G) Department, Dated: 23.10.2008 has prospective effect only**.

7) In the references 7th and 8th cited, the High Court and the Andhra Pradesh Administrative Tribunal held that the orders of the Government in G.O.Ms.No.661, G.A.(Ser.G) Department, Dated: 23.10.2008 has only with prospective effect.

8) Therefore, it is hereby reiterated that the orders issued in G.O.Ms.No.661, G.A.(Ser.G) Department, Dated: 23.10.2008 will have only prospective effect. Hence, the cases pertaining to interregnum period i.e., in between 27.04.2002 to 23.10.2008 cannot be considered.

9) All the Departments of Secretariat, all the Heads of Departments and all the District Collectors are requested not to entertain the cases and also not to refer the cases on the above subject to the Government hereafter for any clarification/ relaxation.

PANKAJ DWIVEDI
CHIEF SECRETARY TO GOVERNMENT

To
All Departments of Secretariat.
All Heads of Departments.
All District Collectors in the State.
All District Judges in the State.
All Chief Executive Officers, Zilla Parishads in the State.
All Principals of Medical Colleges in the State.
All Superintendents of Government General Hospitals.
All Dist. Coordinators of Hospitals, Dist. Head Quarters Hospitals.
The Finance (Pension) Department.
The Law (LSP) Department.
The HM & FW Department.
The G.A. (Cabinet/IC) Department.

Copy to:-
Prl. Secretary to Government, HM&FW Department.
Prl. Secretary to Government, Finance Department.
Secretary to Government, Law Department.
P.S. to Chief Secretary to Government.
P.S. to Prl. Secretary to Chief Minister.
The Director of Medical Education, A.P., Hyderabad.
The Accountant General, A.P., Hyderabad.
The Secretary, APPSC, Hyderabad.
The Advocate General, High Court of A.P., Hyderabad.
The Govt. Pleader for Services, High Court of A.P., Hyderabad.
The Govt. Pleader for Services, A.P. Administrative Tribunal, Hyderabad.
SF / SC.

//FORWARDED :: BY ORDER//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Circular Memo.No.3548/Ser.G/A2/2010-8 **Dated: 24-03-2012**

Sub:- Public Services – Subordinate Services – Scheme of compassionate appointment to the dependents of deceased Government servants, who died while in service and also the dependents of the Government servants, who retired on Medical Invalidation Scheme – 'Pension' whether termed as 'earning' and 'Pensioner' as an 'earning member' or not - Clarification – Issued.

Ref:- 1) G.O.Ms.No.687, GA (Ser.A) Dept., Dt.03.10.1977.
2) Lr.No.3548/Ser.G/2010-3,GAD,Dt.25.8.2010 addressed to the Advocate General, High Court of AP.
3) From the Addl. Advocate General, High Court of AP Lr.No.341/11 (Opinion No.25/2010), Dt.25.05.2011.

***

The Scheme of compassionate appointment has been introduced by the Government vide G.O. cited, with a view to provide immediate relief to the dependents of the deceased Government employees, who died in harness by appointing his son/daughter/spouse without the media of Employment Exchange, that there being no other earning member in the family etc., subject to the condition specified therein as also in various orders issued from time to time, as a social security measure.

2) It has come to the notice of the Government that number of files have been received from the Departments of Secretariat seeking clarifications as to whether the dependent children of the Government employees, who had expired while in service, can be considered for the appointment on compassionate grounds when the other parent of the applicant is in receipt of service pension.

3) The matter has been examined carefully, it is observed that the object of providing compassionate appointment to the dependents of a government servant dying in harness is to mitigate hardship caused to the family of the deceased on account of his unexpected death and it is granted only when the financial condition of the family is in penury. Where one of the parent of the applicant is in service or in receipt of service pension and family pension, and lumpsum retiral benefits, the dependent child is not entitled to seek compassionate appointment, since there is no financial distress. It is further observed that pension is an allowance or stipend or deferred salary paid to a Government employee in consideration of his past service. The pensioner, therefore, can be regarded as an earning member of the family. The family which has a person drawing pension cannot be said to be without an earning member and consequently the scheme of compassionate appointment cannot be invoked to the dependent in such case.

Contd.....2

4) The Government after careful examination, hereby clarify to all the appointing authorities, that pension can be treated as '**earning**' and pensioner can be treated as an '**earning member**' and also that the dependent children of a Government employee, who died while in service, can not be considered for appointment under the scheme of compassionate appointment, when the other parent, who had retired from service, and is in receipt of service pension.

B. VENKATESWARA RAO
SECRETARY TO GOVERNMENT (SER. & HRM)

To
All Departments of Secretariat.
All Heads of Departments.
All District Collectors in the State.
All District Judges in the State.
All Chief Executive Officers, Zilla Parishads in the State.
All Principals of Medical Colleges in the State.
All Superintendents of Government General Hospitals.
All Dist. Coordinators of Hospitals, Dist. Head Quarters Hospitals.
The Finance (Pension) Department.
The Law (E) Department.
The Health, Medical & Family Welfare Department.
The General Administration (Cabinet/IC) Department.

Copy to:-
Principal Secretary to Government, HM&FW Department.
Principal Secretary to Government, Finance Department.
Secretary to Government, Law Department.
P.S. to Chief Secretary to Government.
P.S. to Principal Secretary to Chief Minister.
The Director of Medical Education, A.P., Hyderabad.
The Accountant General, A.P., Hyderabad.
The Secretary, Andhra Pradesh Public Service Commission, Hyderabad.
The Advocate General, High Court of A.P., Hyderabad.
The Govt. Pleader for Services, High Court of A.P., Hyderabad.
The Govt. Pleader for Services, A.P. Administrative Tribunal, Hyderabad.
SF / SC.

//FORWARDED :: BY ORDER//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Subordinate Services – Scheme of Compassionate Appointment to the Dependents of deceased employees who die in harness – Conditional appointment to the dependents of the deceased employees who do not possess minimum Educational Qualifications to hold the post of Junior Assistant, Typist – Further Orders – Issued.

GENERAL ADMINISTRATION (SER.A) DEPARTMENT

G.O.Ms.No.112 **Dated: 18-08-2017**
Read the following:-

1. G.O.Ms.No.612, GA (Ser.A) Deptt., Dt.30.10.1991.
2. G.O.Ms.No.577, GA (Ser.A) Deptt., Dt.29.10.1993.
3. G.O.Ms.No.133, GA (Ser.B) Deptt., Dt.12.5.2014.
4. G.O.Ms.No.135, GA (Ser.B) Deptt., Dt.12.5.2014.
5. G.O.Ms.No.25, GA (Ser.A) Deptt., Dt.12.03.2015.
6. Representation Dt.17.5.2016 of the President, AP Revenue Services Association.

***

ORDER:-

In the G.O.3rd read above, Government have issued orders prescribing the qualification of Proficiency in Office Automation with usage of computer and associated software for the posts of Junior Assistants, Assistant-cum-Typists, Senior Stenographers and Junior Stenographers, UD Typists, Typists, LD Typists etc., in the offices of Heads of Departments/Directorates and in the sub offices other than offices of Heads of Departments / Directorates by direct recruitment through APPSC /DSCs.

2. In the G.O.4th read above, Government have issued orders enhancing the Education qualification of 'Intermediate' with 'Degree' for the posts of Junior Assistants, Assistant-cum-Typists, Senior Stenographers and Junior Stenographers in the District offices.

3. In the G.O.5th read above, Government issued orders, *inter alia*, that the qualification of Degree and Proficiency of Office Automation in the usage of computer and associated software introduced by a way of amendment (i.e.,G.O.Ms.No.133 & 135, General Administration (ser.B) Department, dt:12/05/2014 be made applicable to the dependants of the deceased Government employee who have submitted applications under compassionate grounds after the above said amendment, i.e., 12-5-2014.

4. In the representation 6th read above, the President, AP Revenue Service Association has submitted that the families of the deceased employees are suffering from depression as they are unable to get proper employment to their children under the scheme of Compassionate Appointment due to the enhancement of educational qualification from Intermediate to Degree and their family status is humiliated and stooped down in the society as their children are being provided jobs in the cadre of Office Subordinates due to lack of prescribed educational qualifications. He has requested the Government to kindly issue orders for appointment of candidates of deceased employees of subordinate offices who possess atleast Intermediate qualification to consider for the post of Jr. Assistant / Typist by giving reasonable time i.e., 5 years to acquire "Degree" qualification on par with Head of Departments / Directorates and Secretariat and atleast 2 years time to qualify in the test i.e., Proficiency in Office Automation with usage of computer and association software conducted by the APPSC or the recruiting agency (DSC) as the case may be on humanitarian grounds.

(p.t.o)

5. Government, after careful examination of the matter and in partial modification of the orders issued in 5th read above, hereby order that conditional compassionate appointment shall be issued to the dependents (candidates) of deceased employees of subordinate offices who possess atleast Intermediate qualification to consider for the post of Jr. Assistant / Typist by giving reasonable time i.e., 5 years to acquire "Degree" qualification on par with HoDs / Directorates and Secretariat and 2 years time to qualify in the test i.e., Proficiency in Office Automation with the usage of computer and associated software conducted by the APPSC or recruiting agency (DSC) as the case may be on humanitarian grounds so as to enable the deceased family to maintain minimum status in the Society. These instructions are applicable to Subordinate Offices i.e., District and Sub District Offices.

6. All the Departments of Secretariat / Heads of Departments / District Collectors shall take necessary action accordingly.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

LINGARAJ PANIGRAHI
SPL. CHIEF SECRETARY TO GOVT., (GPM &AR& COOR.)&
SECRETARY TO GOVERNMENT (SER. & HRM)(FAC)

To
All the Departments of Secretariat.
All the Heads of Departments.
All the District Collectors.
Director of Treasury & Accounts.
All District Treasury Officers.
The AG, AP.
The PAO, AP.

Copy to:
P.S. to the Chief Secretary.
P.S. to the Special Chief Secretary to Hon'ble CM
P.S. to the Special Chief Secretary to Govt., (GPM&AR&Coord.) &
Secretary to Govt., (Ser. & HRM) (FAC), GAD.
SC / SF

// FORWARDED :: BY ORDER //

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services – Compassionate Appointment – Ex-gratia in lieu of compassionate appointments to the dependents of deceased Govt. employees – Enhancement of existing ex-gratia – Orders – Issued.

GENERAL ADMINISTRATION (Services-A) DEPARTMENT

G.O.MS.No. 114 **Dated: 21-08-2017**

Read the following:-

1. G.O.Ms.No.59, G.A(Ser.A) Dept., dt: 05.02.1993.
2. G.O.Ms.No.166, G.A(Ser.G) Dept., dt: 31.03.2005.
3. From A.P. Revenue Services Association Representation, Dt:24.12.2014.
4. From the A.P. Secretariat Association representation, Dated 17.03.2015.
5. From the JAC of Employees, Teachers, Workers and Pensioners, Andhra Pradesh representation dt 21.09.2016

-o0o-

ORDER:-

In the G.O. first read above, orders were issued for payment of ex-gratia amount, only in cases of death in harness and where the family has no other earning member in the family and no suitable person for appointment under the scheme of Compassionate Appointment is available. The children should be minors and the spouse or any other dependent does not avail Compassionate Appointment.

2. In the G.O. 2nd read above, orders were issued enhancing the Ex-gratia amount to the distressed family of a deceased employee as indicated below:

1. Class IV employee	-	Rs.40,000/-
2. NGOs	-	Rs.60,000/-
3. Gazetted Officers	-	Rs.80,000/-

3. In the reference 3rd read above, the A.P. Revenue Service Association have represented that the quantum of Ex-gratia sanctioned in the reference 2nd read above are very meager amount at present rates and it is not sufficient to run the family with minor children or to repay the loans/debts etc., due to their family and also not sufficient even to repay the hospital charges if the deceased died while taking treatment in the hospital and requested to enhance the ex-gratia in lieu of compassionate appointment to the dependent of deceased Government employees as the existing amount are very meager.

4. In the references 4th to 5th read above, the A.P. Secretariat Association and JAC of Employees, Teachers, Workers and Pensioners, Andhra Pradesh have also represented that in view of abnormal increase in cost of living the existing ex-gratia is not sufficient and requested to enhance the Ex-gratia.

5. Government, after careful consideration decided to enhance the Ex-gratia to the distressed family of a deceased employee as indicated below:

1. Class IV employee	- Rs.5,00,000/-
2. NGOs	- Rs.8,00,000/-
3. Gazetted Officers	- Rs.10,00,000/-

P.T.O.

6. This order issues with the concurrence of Finance (HR.V) Department vide their U.O. Note No.34021/114/2016, dt: 20.04.2017.

(BY ORDER AND IN THE NAME OF THE GOVERNOE OF ANDHRA PRADESH)

LINGARAJ PANIGRAHI
SPL. CHIEF SECRETARY TO GOVT., (GPM & AR & COOR.) &
SECRETARY TO GOVERNMENT (SER. & HRM) (FAC)

To
All Departments of Secretariat.
All Heads of Departments.
All District Collectors in the State.
All District Judges in the State.
All Chief Executive Officers, Zilla Parishads in the State.
The Finance (HR) Department.
All Services Associations in A.P.
Copy to:-
The Accountant General, A.P. Hyderabad.
The Secretary, APPSC, Hyderabad.
SF/SC.

//FORWARDED :: BY ORDER//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.A) DEPARTMENT

Memo No.25024/Ser.A/2018-1 Dated:24.07.2018

Sub: Compassionate Appointments – Compassionate appointments to the spouse of the deceased Government employees – Andhra Pradesh Public Employment (Organisation of Local Cadres and Regulation of Direct Recruitment) Order, 1975 – Further instructions – Issued.

Ref: 1. Government Circular Memo No. 46614/Ser.A/2005-1, dated:27.5.2005.

2. Government Circular Memo No. 17414 / Ser.A/2007, G.A.(Ser.G) Dept., dt:7.12.2007.

oo000oo

In the reference first cited, comprehensive instructions were issued on implementation of rule of reservation in appointments by direct recruitment for local candidates and for un-reserved vacancies (open category) in accordance with the Andhra Pradesh Public Employment (Organisation of Local Cadres and Regulation of Direct Recruitment) Order, 1975 (Presidential Order on SPF) republished vide G.O.Ms.No.674, G.A.(SPF.A) Department, dated:20.10.1975. Under the scheme of compassionate appointments to the dependents of deceased Government employees the appointments are made by direct recruitment. Thus, the compassionate appointments shall also be made in accordance with the provisions contained in the above mentioned Presidential Order, 1975. In this regard, the following instructions among others were issued in the Memo cited:-

> "In case of compassionate appointments to the dependents of deceased Government Employees, the dependents can be considered for compassionate appointment at the local area to which the applicant belongs as a local candidate, or at the place of working of the deceased employee as per the choice of the applicant. In case the applicant is a local candidate at the place of working of the deceased employee, the applicant should be considered as a local candidate, otherwise the applicant should be treated as a non-local candidate for the unreserved vacancy only".

2. In the reference second cited Government have issued orders substituting para-7 of the reference 1st cited as follows, to comply with the provisions contained in the Presidential Order, 1975.

"In future all the appointments on compassionate grounds to the dependents of the deceased Government employees, be made only in the "local cadre" to which the applicant is a "local candidate".

3. Government have noticed that references are being received to provide compassionate appointments to the spouse of the deceased Government employees, who have pursued their education in other States and got married to the Government employees of the State of Andhra Pradesh to make them eligible for such appointment.

4. Government, after careful examination of the matter, decided to add a proviso to para-7 of the Circular Memo No. 46614/Ser.A/2005-1, dated:27.5.2005, which has been subsequently amended vide Circular Memo No. 17414/Ser.A/2007, G.A.(Ser.G) Dept., dated:7.12.2007.

5. Accordingly, the following proviso shall be added to the paragraph-7 of the Circular Memo No.46614/Ser.A/2005-1, G.A.(Ser.A) Dept., dated:27.5.2005;

> "Provided that if the spouse of the deceased Government employee belongs to other State and pursued education in that State, she / he may be provided employment for the unreserved vacancy at the place of working of the deceased employee"

GOPAL KRISHNA DWIVEDI
PRL. SECRETARY TO GOVERNMENT (SER.) (FAC)

To
All the Departments of Secretariat.
All Heads of Departments.
All District Collectors

Copyto:
The Chairman, Standing Committee on relaxations.
All Service Sections in General Administration Department.
G.A.(SPF&MC) Dept.,
P.S. to the Prl. Secretary to Govt., (Ser.)(FAC).
SF/SC.

//FORWARDED::BY ORDER//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services – GAD – Special dispensation for providing compassionate employment to the eligible dependents of deceased Government employees who were front line workers and succumbed to Covid-19 while in harness - Certain instructions – Orders issued.

GENERAL ADMINISTRATION (SER.A) DEPARTMENT

G.O.Rt.No.91. Dated.18.01.2022.

Read the following:-

1. G.O.Ms.No.687, General Administration (Ser.A) Dept., dated 3rd October, 1977.
2. Memo. No.618/Ser.A/78-11, G.A.D., dated 17th December, 1979.
3. Memo No.1083/Ser.A/80-11, General Administration (Ser.A) Department, dated 1st August, 1980.
4. Memo No.1879/Ser.A/80-1, General Administration (Ser.A) Department, dated 1st December, 1980.
5. Circular Memo No.1512950/Ser.A/2021, dated 21.10.2021.
6. U.O.Note No.1249673/PC-TA/2020-3, dated .9.01.2022.

***

ORDER:

In the G.O. first read above permanent relief to the deserving bereaved members of the family of the deceased Government servant has been provided by appointing the spouse of a deceased Government or the dependent children of the deceased Government servant who died in harness, as a social security measure without reference to Employment Exchange. Such appointments should be to the categories of posts whose pay is equal to or less than that of L.D.C. subject to fulfilling certain conditions mentioned therein. In the Memo second read above, certain clarifications were issued regarding the eligibility of the candidates who apply for appointment under this Social Security Scheme. In the Memo third read above, it has been made clear that request for compassionate appointments in cases which violate the conditions stipulated in the scheme should not be entertained, as indiscriminate compassionate appointments in the cases of the dependants of the deceased Government servants who die in harness will deprive other equally deserving poor families in securing jobs. In the Memo fourth read above, instructions were issued to consider the dependents of the deceased Government Servants for appointment in the office in which the deceased was working or in any other office under the administrative control of that Department, if there is no vacancy in the former.

2. The COVID-19 pandemic has created a unique social security scenario, requiring some special dispensation for "front-line workers" who have expired while discharging their official duties. Instructions were issued in the Circular Memo 5th read above, to provide compassionate appointment to the kith and kin of those who have succumbed to COVID- 19 in the first instance and to complete the exercise before 30-11-2021. It has been brought to the notice of the Government that several applications for providing appointment under compassionate grounds to the dependents of such Government servants who have succumbed to Covid-19 are pending.

(p.t.o.)

3. A review of the progress of the appointments made has shown that a large number of applications are still pending, therefore, the Government, after careful examination of the matter, have decided to provide special dispensation for compassionate appointment to the eligible dependents of Government employees who come within the definition of front-line workers and who have succumbed to Covid-19 while in harness. Accordingly, Government hereby direct that the eligible dependents of Government employees who were front line workers and who expired due to Covid-19 while in harness, shall be provided compassionate appointment in the available vacancies in the Village and Ward Secretariats, subject to fulfilling the other conditions of compassionate appointment.

4. The District Collectors shall take immediate necessary action to provide compassionate appointments as mentioned at Paragraph (3) above, following the prescribed procedure duly verifying all the relevant documents including Covid-19 positive certificate and death certificate stating that death is due to Covid-19. The entire process should be completed and posting orders should be issued to the eligible dependents as soon as possible and not later than 30th June 2022.

5. All the Departments at both HoDs / Regional / District level shall submit the details of the applications submitted by the dependents of Government employees who come within the definition of front-line workers and who have succumbed to Covid-19 while in harness, to the concerned District Collectors immediately.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

SHASHI BHUSHAN KUMAR.
PRINCIPAL SECRETARY TO GOVERNMENT(SER. & HRM)

To
All Departments in Secretariat.
All Heads of Departments.
All District Collectors.
The GVWV&VSWS Department.
The PR&RD Department.
The MA&UD Department.
The Home Department.
Copy to:-
The Finance(PC-TA)Department.
The PS to Addl. Secy. to CM.
The PS to C.S.
The PS to Prl. Secretary(Ser), GAD.
SF/SC.

//FORWARDED::BY ORDER//

SECTION OFFICER