



కారుణ్య నియామకాలు

- అనుసరించవలసిన మార్గదర్శకాలు -

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సంప్రదింపు వేళలు: ఉ|| 9 నుండి 10 వరకు Cell: 9247807254



2014 అక్టోబర్ మాసం సంచిక పేజీ.7లో 'ప్రత్యేక సందర్భాలలో కారుణ్య నియామకాలలో అనుసరించవలసిన మార్గదర్శకాలు' పై లాసిన వివరణతో రాష్ట్రంలోని కొన్ని డిపార్టుమెంట్ల యందు కారుణ్య నియామకాలు జరిగాయని వార్తలు/ఫోన్లు మాకు అందాయి. అనేక డిల్యాల నుండి మరల 'కారుణ్య నియామకాలపై సవివరమైన వ్యాసాలు అందించమని ఫోన్లు వచ్చాయి. ఆ నేపథ్యంలోనే కారుణ్యనియామకాలపై వ్యాసాలు అందిస్తున్నాం.

1. నియామకాలు మొదలైనతీరు:

- ఎ. 1974వ సంవత్సరం ముందు ప్రభుత్వ ఉద్యోగి మరణించినట్లైతే కుటుంబంలో సంపాదించే వారు లేక, ఆ కుటుంబ సభ్యులు ఆర్థికంగా అనేక బాధలకు గురయ్యేవారు. ఈ ఆర్థిక బాధలను అధిగమించడానికి ఉద్యోగ సంఘాలు దశాబ్దాల తరబడి చేసి పోరాటాల ఫలితంగా ప్రభుత్వం కారుణ్య నియామకం అనే పథకాన్ని G.O.Ms.No.578 Employment & Social Welfare (G) Dept, dt.27.12.1974 ద్వారా ప్రవేశపెట్టింది. ఈ పథకం ద్వారా బాధిత కుటుంబంలోని అర్హతగల ఒక సభ్యునికి ఎల్.డి.సి. (జూనియర్ అసిస్టెంట్) పోస్టుకు సమానమైన లేక అంతకు తక్కువ వేతన స్కేళ్లగల పోస్టులలో నియామకం చేయాలని G.O.Ms.No.687 GA (Ser.A) Dept, dt.27.12.1974లో ప్రభుత్వ ఉత్తర్వులు జారీ చేయబడినవి.
- బి. పోలీసు కానిస్టేబుల్, ఎక్సైజ్ కానిస్టేబుల్, ఫారెస్ట్ డిపార్టుమెంట్లో గ్రేడు1, గ్రేడు2 హెల్పరు, ఫైర్ సర్వీసు డిపార్టుమెంట్లో లీడింగు ఫైర్మెన్ లేదా ఫైర్మెన్ పోస్టులలో ఈ నియామకాలు చేయవచ్చు.
- సి. కారుణ్య నియామకాలు పబ్లిక్ సర్వీసు కమిషన్, జిల్లా సెలెక్షన్ కమిటీ పరిధుల నుండి తప్పించారు. అయితే నిర్ణీత వయస్సు, విద్యార్హతలు ఉండాలి. ఈ పథకం ద్వారా నియామకం జరిగేటప్పుడు కనీసం వారం రోజులు ముందుగా, నిర్ణయించిన సమానాలో ఆ ఏరియాకు సంబంధించిన ఎంప్లాయిమెంట్ ఎక్స్లెంజికి, నియామకం జరిపే అధికారి నోటిఫై చేయాలి. ఆ ఖాళీలో నియమించబడిన వ్యక్తికి సంబంధించిన వివరాలు, అప్లాయింటింగ్ అధికారి, ఆ ఎంప్లాయిమెంట్ ఎక్స్లెంజికి తెలియపర్చాలి.

2. గైడ్లైన్స్ (మార్గదర్శక సూత్రాలు):

- i. కారుణ్య నియామకాలు వెంటనే చేయాలి.
- ii. కారుణ్య నియామకం ఎంతకాలం తర్వాత అయినా పొందేవాళ్ళులేదు, ఉద్యోగి మరణించిన తరువాత ఒక సంవత్సర కాల వ్యవధిలో ఈ సదుపాయాన్ని కోరుకొని అప్లికేషన్ పెట్టుకోవాలి.
- iii. సర్వీసులో ఉండి మరణించిన, సందర్భంలోనే, ఈ పథకం క్రింద ఉద్యోగం ఇవ్వాలి.

3. ఎవరు అర్హులు

- i. రాష్ట్ర ప్రభుత్వ ఉద్యోగులు
- ii. కార్పొరేషన్లలో పనిచేసే ఉద్యోగులు
- iii. స్థానిక సంస్థలలో పనిచేసే ఉద్యోగులు
- iv. మున్సిపాలిటీలలో పనిచేసే ఉద్యోగులు
- v. ప్రభుత్వ రంగ సంస్థలలో పనిచేసే ఉద్యోగులు
- vi. ఎయిడెడ్ పాఠశాలలో పనిచేసే ఉద్యోగులు
- vii. వర్కచార్జిడ్ ఉద్యోగులు
- viii. చనిపోయిన విలేజి రెవిన్యూ ఆఫీసర్లు, పార్కుటైం విలేజి సహాయకులుగా వుంటూ చనిపోతే కూడా ఈ స్కీము వర్తిస్తుంది. (G.O.Ms.No.158 Rev.VAI Dept, Dt.13.2.2009)
- ix. ఆత్మహత్య చేసుకున్న ఉద్యోగుల వారసులకు కూడా ఈ పథకం వర్తిస్తుంది. (గవర్నమెంటు సర్క్యులర్ మెమో.నెం.41758 సర్వీసు-జి 2006-2 తేది19.07.07 జి.ఎ.(సర్వీసెస్-బి) డిపార్టుమెంటు.
- x. కంటింజెంట్ ఉద్యోగుల విషయంలో ఈ పథకం వర్తించదు. రెగ్యులర్ ప్రభుత్వ ఉద్యోగిగా మారిన వారి విషయంలో మాత్రం ఈ పథకం వర్తించుంది. (గవర్నమెంటు మెమో.నెం.834/సర్వీసెస్/ఎ30-2 తేది30.07.1980/ జి.ఎ/సర్వీసెస్/ఎ/డిపార్టుమెంట్)
- xi. ఎన్.ఎం.ఆర్/కన్వాలిడేటెడ్ వేతనంపై పనిచేసే ఉద్యోగులు, ఫుల్టైం, పార్ట్టైం కంటింజెంట్ ఉద్యోగుల విషయంలో, రెగ్యులరైజేషన్ అర్హత కలిగి, అడ్మినిస్ట్రేటివ్ కారణాలతో, ఆలస్యమై చనిపోయిన వారి, వారసుల విషయంలో, కారుణ్య నియామకాలు పరిశీలించవచ్చు.

- 6. మరణించిన ఉద్యోగి కుటుంబంలో ఎవరికి ఉద్యోగం ఇవ్వాలి.
 - i. సర్వీసులో ఉండి మరణించిన ఉద్యోగి కుటుంబ సభ్యులలో సంపాదించి, కుటుంబ పోషణ చేయలేని సందర్భంలో మరణించిన ఉద్యోగి భార్య/భర్త, ఆ ఉద్యోగిపై ఆధారపడిన సంతానంలో ఒకరికి కారుణ్య నియామకం యివ్వవచ్చు.
 - ii. భార్య లేక భర్త ఉద్యోగం చేయడానికి అయిష్టం చూపిన ఎడల ఆయన/ఆమె ఎంపిక చేసిన ఒకరికి, కుమారునికిగాని/ కుమార్తెకుగాని కారుణ్య నియామకం చేయవచ్చు.

(Govt.Memo No.140733/Ser-AI2003-1 dt.14.11.2003 G.A (Ser-A) Dept. (మిగతా వచ్చే సంచికలో)



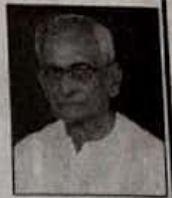
కారుణ్య నియామకాలు

- అనుసరించవలసిన మార్గదర్శకాలు -

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(గత సంచిక తరువాయి)

iii. పెద్దకుమారుడు ఉద్యోగంచేస్తూ ఉండి, కుటుంబం నుండి వేరుపడినప్పుడు లేక సైన్యంలో వుండి, కుటుంబం నుండి విడిపోయినప్పుడు, రెండవ కుమారుడు ఉద్యోగం చేయడానికి యిష్టపడనప్పుడు, అర్హతలు గల మిగతా వారిని ఎవరినైనా నియామకం చేయవచ్చు.

iv. వితంతు కుమార్తె తప్ప, మరేయితర వారసులు లేనట్లైతే, తల్లిదండ్రులకు ఆమె ఒక్కతే వారసురాలని, ఆమె భర్త తాలూకు ఆస్తులు రాలేదని, ఆమె మరణించిన ఉద్యోగిపైనే ఆధారపడి ఉన్నదని ఆర్.డి.ఓ. అధికారికి తక్కువకాని రెవెన్యూ అధికారి ఇచ్చే నర్టిఫికేటుపై ఉద్యోగం యివ్వవచ్చు.

v. ఉద్యోగి వివాహం చేసుకోకుండా ఉండి, మరణించిన ఎడల ఆ కుటుంబంలో ఇతరులు ఎవరూ సంపాదించకుండా ఉండినట్లైతే, అర్హత గల మరణించిన ఉద్యోగి తమ్మునికి గాని లేక చెల్లెలికిగాని కారుణ్య నియామకం యివ్వవచ్చు.

(Govt.Memo No.17897/Ser-A/2001-1 dt.14.11.2003 G.A.(Ser-A) Dept.

vi. వివాహిత ఉద్యోగి తన మరణ తేదీ నాటికి 5 సం||ల ముందు, కుమారుని గాని, కుమార్తెను గాని చట్టబద్ధంగా దత్తత తీసుకొన్నట్లయితే ఆ దత్త పుత్రునికి లేక ఆ దత్త పుత్రికకు అర్హతలు ఉంటే, కారుణ్య నియామకం యివ్వవచ్చు.

vii. వివాహిత కూతురు ఒక్కతే ఉండి, ఈమె మరణించిన ఉద్యోగిపై ఆధారపడి ఉండి సదరు ఉద్యోగి భార్య/భర్త కారుణ్య నియామకానికి ఇష్టపడనప్పుడు, ఆ వివాహిత కూతురుకు, సోదర, సోదరీమణులు లేక పోయితే ఆ వివాహిత కుమార్తెకు కారుణ్య నియామకం యివ్వవచ్చు.

(G.O.Ms.No.350 Dt.30.07.1999 G.A.(Ser-A) Dept.)

viii. ఇద్దరు వివాహిత కుమార్తెలుంటే ఏ ఎక్కరినైనా కారుణ్య నియామకంపై ఉద్యోగంలో నియమించవచ్చు. అయితే మరణించిన ఉద్యోగి భార్య/భర్త ఉద్యోగానికి అయిష్టత తెలిపినపుడే నియామకం జరగాలి.

(Govt.Memo No.11641/Ser-A/2003-1 dt.08.10.2003 G.A.(Ser-A) Dept.

ix. మరణించిన ఉద్యోగికి పురుష సంతానం లేనపుడు, వివాహిత కుమార్తె, అవివాహిత కుమార్తె ఉన్నప్పుడు, వారికి తల్లి ఎంపిక చేసిన ప్రకారమే ఉద్యోగం ఇవ్వాలి.

(G.O.Ms.No.612 G.A.(Ser-A) Dept. Dt.30.10.1991)

x. అవివాహిత కుమార్తె కారుణ్య నియామకానికి దరఖాస్తు చేసుకున్న తర్వాత వివాహం చేసుకున్ననూ, కారుణ్య నియామకానికి అర్హురాలే.

(Govt.Memo No.55769/Ser-A/1993-3 dt.27.1.2000 G.A.(Ser-A) Dept.

7. కారుణ్య నియామకానికి కావలసిన అర్హతలు:

i. ఉద్యోగి మరణించిన ఒక సంవత్సరంలోగా, విద్యార్హతలు గల వ్యక్తి అప్లికేషను పెట్టుకోవాలి. అయితే మరణించిన ఉద్యోగి సంతానం వైనరు అయివుండి, కావలసిన విద్యార్హతలు కూడా లేనపుడు, ఉద్యోగి మరణించిన రెండు సంవత్సరములలోపల, ఆ వ్యక్తి 18 సం||ల వయస్సు నిండి మేజరు అయినచో దరఖాస్తు పరిశీలించవచ్చు.

(Govt.Memo No.34830/Ser-A/1997-1 dt.19.8.1997)

(See also Govt. Memo No.11147/Ser-G/2009-1 Dt.2.4.2009 GA.Dept.)

ii. డిప్లొమా హోల్డర్లను, జూనియర్ అసిస్టెంటుగా వేయుటకు మినిమమ్ ఎడ్యుకేషన్ క్వాలిఫికేషన్ లేనపుడు డిప్లొమా పొందుటకు ఇంటర్మీడియట్ విద్యార్హత పొందుటకు పట్టే కాలం నమానంగా గాని లేక ఎక్కువగాని ఉన్నట్లైతే వారిని నియామించవచ్చు.

(G.O.Ms.No.612 G.A.(Ser-A) Dept. Dt.30.10.1991)

iii. టైప్రిస్టు ఉద్యోగానికి కావలసిన ఇంగ్లీషు టైపు (హయ్యర్) తెలుగు టైపు (హయ్యర్) విద్యార్హతలు లేకున్నా రెండు సంవత్సరముల లోపల ఆ అర్హతలు పొందే షరతులతో టైప్రిస్టుగా నియామించవచ్చు.

(G.O.Ms.No.612 G.A.(Ser-A) Dept. Dt.30.10.1991)

iv. హెడ్ ఆఫ్ ది డిపార్టుమెంటు కార్యాలయము (డైరెక్టరేటు)లో జూనియర్ అసిస్టెంటు పోస్టులో కారుణ్య నియామకానికి అభ్యర్థికి డిగ్రీ ఉండాలి. నబార్డినేటు ఆఫీసులలో ఇంటర్మీడియట్ ఉండాలి. 10వ తరగతి చదవిన వారికి ఇంటర్ విద్యార్హత పొందటానికి 3 సం||లు, డిగ్రీ, విద్యార్హత పొందటానికి 5 సం||ల గడువు షరతుపై నియామకం చేయవచ్చు.

(G.O.Ms.No.577 G.A.(Ser-A) Dept. Dt.29.10.1993)

v. ఉద్యోగం కోరే అభ్యర్థి ఆ కుటుంబ సభ్యులలో సంపాదన పరులు ఎవ్వరూ లేరని లిఖిత పూర్వకంగా డిక్లరేషన్ ఇవ్వాలి. తదుపరి ఆ డిక్లరేషన్ తప్పు అని తేలితే ఆ ఉద్యోగిని ఉద్యోగం నుండి తీసివేయటం జరుగుతుంది. నియామకపు ఉత్తర్వులలో ఆ విధంగా డిక్లరేషన్ ఇచ్చినట్లుగా నమోదు చేయాలి.

(Govt.Memo No.8421/Ser-A/1999-7 dt.20.7.2009 G.A.(Ser-A) Dept.

(మిగతా వచ్చే సంచికలో)



కారుణ్య నియామకాలు

- అనుసరించవలసిన మార్గదర్శకాలు -

S.V.Anjaneyulu

Former NGO Leader, Founder Member, All India Federation of State Govt. Employees (AFGSE)

సంప్రదింపు వేళలు: ఉ|| 9 నుండి 10 వరకు Cell: 9247807254



(గత సంచిక తరువాయి)

vi. కారుణ్య నియామకాలలో భార్య/భర్తను నియమించేటప్పుడు, అట్టి అభ్యర్థి వయస్సు, అభ్యర్థి అప్లికేషను యిచ్చే సంవత్సరంలో జూలై ఒకటవ తేదీకి (1st July) 45 సంవత్సరాలు మించరాదు. వయస్సు ఎక్కువై, ఉద్యోగం యివ్వలేని పరిస్థితులలో ఎక్స్ గ్రేషియా ఇవ్వాలి.

ఎక్స్ గ్రేషియా ఈ క్రింద విధంగా యివ్వాలి.

నాలవ తరగతి ఉద్యోగులు	రూ. 40,000
ఎస్టీవోస్	రూ. 60,000
గెజిటెడ్ ఆఫీసర్స్	రూ. 80,000

1. (Circular.Memo No.3731/Ser-A/2002-3 dt. 11.12.03 G.A. (Ser-A) Dept.

2. (G.O.Ms.No.59 G.A.(Ser-A) Dept. Dt.05.2.1993)

3. (G.O.Ms.No.166 G.A.(Ser-A) Dept. Dt.31.03.2005)

ఈ పరిహారం మరణించిన ఉద్యోగి పనిచేసిన ఆఫీసరు డ్రా చేసి ఇవ్వాలి.

vii. భార్య/భర్త కారుణ్య నియామకం పొందిన తరువాత పునర్నివాహం చేసుకున్ననూ ఈ నియామకమునకు ఎలాంటి ముప్పు ఉండదు. (See also Govt.Memo No.40130/Ser G/2009-1 GA (Ser.G) Dept. Dt.18.6.2010

viii. మరణించిన ఉద్యోగికి స్థిరాస్తులు, భూమి, ఇల్లు ఉన్నప్పటికీ, ఆ కుటుంబానికి ఆదాయం జీవనోపాధికి సరిపోవని నియామకాధికారి/నోడల్ అధికారి భావించినపుడు ఆ కుటుంబంలో అర్హుడైన వ్యక్తికి ఉద్యోగం యివ్వవచ్చు.

(Govt.Memo No.535/Ser-A/1991-1 dt.18.30.7.1991 G.A.(Ser-A) Dept.

ix. ఈ కారుణ్య నియామకాలు ప్రత్యక్ష నియామకాలుగా పరిగణించారు. (డ్రెస్ట్ రిక్రూట్ మెంట్) అందువలన ఉత్తర్వులు రిజిస్టరు పోస్టులో పంపిన తేది నుండి 30 రోజులలోగా అభ్యర్థి ద్యూటీలో చేరాలి.

(Govt.Memo No.58226/Ser-A/2001-2 dt.01.5.2001 G.A.(Ser-A) Dept.

x. మరణించిన ఉద్యోగి వారసులు 16 సంవత్సరములున్న వారైన ఎదల, రూల్స్ రిలాక్సు చేసి లాస్టు గ్రేడు సర్వీసులో నియమించుటకు పరిశీలించవచ్చు. అయితే ఆ వ్యక్తికి 18 సం||లు నిండిన తర్వాత చేసే సర్వీసే పరిగణలోకి తీసుకోబడును.

(G.O.Ms.No.349 G.A.(Ser-A) Dept. Dt.12.6.1986)

xi. మరణించిన ఉద్యోగిపై ఆధారపడిన వ్యక్తి మైనరుగా ఉండి అట్టి వ్యక్తి 18 సం||లు నిండగానే (మేజరు) కారుణ్య నియామకానికి అర్హి పెట్టకోవచ్చు. అయితే ముందుగా, ఈ విషయం అపాయిండింగ్ అధికారికి తెలియజేయాలి. ఇచ్చట గమనించవలసిన విషయమేమంటే రెండు సంవత్సరములు వ్యవధికి మించరాదు.

(G.O.Ms.No.165 G.A.(Ser-A) Dept. Dt.20.3.1989

Govt.Memo No.20568/Ser-G/2009-1 Dt.20.6.2009 GA Dept.)

8. కారుణ్య నియామక దరఖాస్తులో యివ్వవలసిన వివరములు

1. దరఖాస్తు చేయు అభ్యర్థి పేరు.
2. పుట్టిన తేది (రుజువు పరిచే సర్టిఫికేటుతో సహా)
3. విద్యార్హతలు (రుజువు పరిచే సర్టిఫికేటుతో సహా)
4. ఆ కుటుంబంలో సంపాదించేవారు ఎవ్వరూ లేరని అభ్యర్థి ధృవీకరణ.
5. కుటుంబంలోని ఇతర సభ్యుల అంగీకారం.
6. ఆ కుటుంబ, ఆర్థిక వనరుల గూర్చి ఆర్.డి.ఓ. సర్టిఫికేటు.

9. కారుణ్య నియామకాల ఉత్తర్వులలో కుటుంబ సభ్యులను నిర్లక్ష్యం చేస్తే ఉద్యోగం నుండి తొలగింపబడతారనే నిబంధను చేర్చాలి. (Govt.Memo No.58226/Ser-A/2009-2 Dt.1.5.2001 GA Dept.)

10. నియామకాలు ఎక్కడ జరగాలి.

మరణించగా ఏర్పడిన ఖాళీలో నియమించవచ్చు. లేదా మరొక ఖాళీలో వేయవచ్చు. అర్హతలు, రిజర్వేషన్లు పాటించాలి. అపాయిండింగు అధికారి కంట్రోలులో ఉన్న ఏ ఖాళీలోనైనా వేయవచ్చు. ఇచ్చట ఏ ఖాళీ అయినా అంటే జూనియర్ అసిస్టెంట్ అంతకంటే తక్కువ పోస్టులని అర్థం.

(Govt. Memo.No.1879/Ser-A Dt.1.12.1980 G.A(Ser-A) Dept. & G.O.Ms.No.215 G.A.(Ser-A) Dept. Dt.8.4.1993)

Compassionate Appointments should be made at the local area (six point formula only (Govt. Memo No.17414/Ser-A/2007 Dt.7.12.2007) six point formula is not applicable in the case of Compassionate appointment in secretariat and, Offices of the Heads of the department.

11. నోడల్ అధికారి

మరణించిన ఉద్యోగి డిపార్టుమెంట్ లో ఖాళీలు లేనంతట, నోడల్ అధికారి (కలెక్టరు) ద్వారా నియామకాలు జరగాలి.

(జీవో ఎం.ఎస్.నెం. 427 జి.ఎ. (సర్వీసెస్-ఎ) డిపార్టుమెంట్ తేది 1.7.1991)

(మిగతా పచ్చే సంచికలో)



కారుణ్య నియామకాలు

- అనుసరించవలసిన మార్గదర్శకాలు -

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(గత సంచిక తరువాయి)

12. మరణించిన ప్రభుత్వ ఉద్యోగి వారసులకు ప్రభుత్వ సర్వీసులో కారుణ్య నియామకం చేయడానికి తగిన అర్హతలు లేకుండా ఉండి, ప్రభుత్వ అండర్ టేకింగ్స్ లో గాని, కార్పొరేషన్స్ లో గాని నియామకానికి అర్హతలున్న ఎదల, ఆ పరిపాలనాశాఖ, నియామకం చేయవచ్చు. ఉద్యోగి మరణించిన తర్వాత ఆ కుటుంబం ఆర్థికంగా పరిపుష్టి లేకుండా ఉండి అనేక బాధలను అధిగమించడానికి ఈ ఏర్పాటు చేయబడింది.

(Govt.Memo No.380/Ser-A/82-1 Dt.2.9.1983 G.A. (Ser-A) Dept.)

13. ఆంధ్రప్రదేశ్, జనరల్ సబార్డినేట్ సర్వీసు రూల్స్ లో రికార్డు అసిస్టెంటు పోస్టుకు డైరెక్టు రిక్రూట్మెంటు లేనందున, రికార్డు అసిస్టెంటు పోస్టులో కారుణ్య నియామకాలు చేయరాదు.

(Govt.Memo No.536/Ser-A/96-1 Dt.9.10.1996 G.A.(Ser-A) Dept.)

14. ఖాళీలు లేనపుడు - సూపర్ న్యూమరీ పోస్టులు

కారుణ్య నియామకానికి ఖాళీ లేనట్లయితే నోడల్ అధికారికి తెలియజేయాలి. నోడల్ అధికారి ఆధీనంలో కూడా ఖాళీలు లేనిచో, మరణించిన ఉద్యోగి పనిచేసిన డిపార్టుమెంటులో, కారుణ్య నియామకాలు చేయడానికి, ఒక ఆర్థిక సంవత్సరంలో ఐదుకు మించకుండా సూపర్ న్యూమరీ పోస్టులు కల్పించడానికి జిల్లా కలెక్టరుకు అధికారమివ్వబడింది. అంతకంటే ఎక్కువ పోస్టులు కావలసినపుడు ప్రభుత్వానికి ప్రపోజల్స్ పంపాలి.

(Govt.Memo No.64928/Ser-A/99-22 Dt.11.1.2000 G.A.(Ser-A) Dept.)

15. అదృశ్యమైన ఉద్యోగుల విషయంలో

అదృశ్యమైన 7 సంవత్సరముల వరకు ఆచూకీ తెలియని ప్రభుత్వ ఉద్యోగి కుటుంబ సభ్యులలో ఒకరికి ఈ క్రిందనుదహరించిన షరతులపై కారుణ్య నియామకం చేయవచ్చు.

- i) పోలీస్ స్టేషన్ లో ఎఫ్.ఐ.ఆర్ నమోదు చేసి ఉండాలి.
- ii) ఎఫ్.ఐ.ఆర్ నమోదు చేసిన తేది నుండి ఉద్యోగి రిటైరుమెంటుకు కనీసం 7 సం||ల కాలం మిగిలి ఉండాలి.
- iii) పోలీసులు అదృశ్యమైన ఉద్యోగి కనిపించలేదని దృవీకరించాలి.
- iv) పోలీసు విచారణలో తేలిన విషయం పరిశీలించాలి.
- v) అదృశ్యమైనట్లు ఎఫ్.ఐ.ఆర్ నమోదైన 7 సం||లు పూర్తి అయిన తరువాత ఒక సంవత్సరంలోగానే కారుణ్య నియామకాన్ని కోరాలి.

vi ఈ విషయాలన్నీ యాదార్థమేనని నియామకాధికారి సంతృప్తి చెందాలి.

vii రెగ్యులర్ ఖాళీ ఉండాలి.

viii ప్రభుత్వ అనుమతి పొందాలి.

అయితే ఆ ఉద్యోగి, మోసం, దగా చేసినట్లుగాని, తీవ్రవాద సంస్థలలో చేరినట్లుగాని, విదేశాలకు వెళ్ళినట్లుగాని అనుమానించిన సందర్భాలలో ఆ కుటుంబ సభ్యులు కారుణ్య నియామకానికి అసర్దులు. ఆ తర్వాత ఎప్పుడైనా అదృశ్యమైన ఉద్యోగి కనపడినా, లేదా ఎక్కడైనా జీవించియున్నట్లు నిర్ధారించబడినా సదరు కారుణ్య నియామకం రద్దు చేయబడుతుంది. ఈ విధంగా, ఉద్యోగి ఆధారిత కుటుంబ సభ్యుల నుండి బాండు తీసుకోవాలి.

(G.O.Ms.No.378 G.A.(Ser-A) Dept. Dt.24.8.1999)

(Govt.Memo No.60681/Ser-A/2000-1 Dt.12.8.2003 G.A.(Ser-A) Dept.)

16. మెడికల్ ఇన్ వాలిడేషన్ పై రిటైర్ అయిన ఉద్యోగుల విషయంలో కారుణ్య నియామకాలు

అనారోగ్య కారణాల వల్ల, ఉద్యోగంలో కొనసాగలేని ఉద్యోగులు, పదవీ విరమణ చేసినట్లయితే, ఆ కుటుంబంలో ఒక వ్యక్తికి కారుణ్య నియామకం యివ్వవచ్చునని ఆదేశాలున్నాయి. ఈ పదవీ విరమణ సూపర్ న్యూమరీ పై రిటైర్ అయ్యే వయస్సుకు 5 సం||లు ముందే వుండాలి. ఈ నియామకాలు ఈ క్రింద ఉదహరించిన జీవోల ద్వారా కొన్ని షరతులకు లోబడి జరగబడేవి.

1) జీవో.ఎం.ఎస్.నెం.504 జి.ఎ.(సర్వీసెస్-డి) డిపార్టుమెంటు తేది 30.07.1980

2) జీవో ఎం.ఎస్.నెం.309 జి.ఎ.(సర్వీసెస్-ఎ) డిపార్టుమెంటు తేది 4.7.1985)

3) జీవో ఎం.ఎస్.నెం.214 జి.ఎ.(సర్వీసెస్-ఎ) డిపార్టుమెంటు తేది 9.6.1998

మన హైకోర్టు ఒక కేసులో, మెడికల్ ఇన్ వాలిడేషన్ పై కారుణ్య నియామకాలు చేయటం రాజ్యాంగ విరుద్ధమని తీర్పు చెప్పింది. అందువల్ల కొంత కాలం ఈ నియామకాలు ఆగాయి. సుప్రీంకోర్టు, మెడికల్ ఇన్ వాలిడేషన్ సందర్భాలలో కారుణ్య నియామకాలు జరపాలని తీర్పు ఇచ్చింది. ఫలితంగా సదరు ప్రభుత్వం జీవో.నెం. 661 జిఎ (సర్వీసెస్-జి) డిపార్టుమెంటు తేది 23.10.2008 ద్వారా కారుణ్య నియామకాలను వునరుద్ధరించింది. (జీవో.నెం.661-జిఎ (సర్వీసెస్-జి) డిపార్టుమెంటు తేది 23.10.2008) ●

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
1974

Dated the 27th December,

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;

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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**

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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

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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.

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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**

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

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

Dated 17th

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?	
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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
1986.

Dated 12th June,

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

[45]

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.

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(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**

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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
1989

Dated the 20th March,

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**

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
1991

Dated the 1st July,

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

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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

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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-

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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.

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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**

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**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 from 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. In spite 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

Scheme of compassionate appointments to the deceased Government employees-Extended to the deceased employees of Aided/Zilla Parishad/Municipal Managements-Orders-Issued.

EDUCATION (SER.IV) DEPARTMENT

G.O.Ms. No. 30. Edn.

Dt. 1-2-1994

Read the following:

1. G.O.Ms.No. 604, Edn., dated 20-6-1979.
2. G.O.Ms.No. 568, Edn., dated 1-7-1982.
3. G.O.Ms.No. 612, General Administration (Ser.A) Department dated 30-10-1991.
4. From the President, Andhra Pradesh United Teachers Federation Letter dated 25-6-1993.
5. From the General Secretary, Panchayat Raj Teachers Union, Letter No. 126/92-93, dated 10-8-93.

ORDER :

In the references fourth and fifth cited, teachers Associations have represented that the concession given in G.O.Ms.No. 612, General Administration (Ser.A) Department, dated 30-10-91 to the deceased employees of Government be extended to the deceased employees of Aided/Zilla Praja Parishad/ Municipal Schools.

2. Government after careful examination, hereby order that the orders issued in G.O.Ms.No. 612 General Administration (Ser.A) Department dated 30-10-1991 in respect of the employees of Government be extended Mutandis-Mutandus to the employees working in Aided/Zilla Praja Parishad/Municipal Schools.

3. This order issues with the concurrence of Finance and Planning (PC.I) Department vide their U.O.No. 2659/43/A1/PC.I/94-1, dated 28-1-1994.

(By Order and in the name of the Governor of Andhra Pradesh)

J.S. SARMA

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
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.

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 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.

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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.**

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**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.)

CHIEF SECRETARY TO GOVT

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

Circular Memo.No.58226/Ser.A/2000-2

Dated: 01.05.2001

Sub: Public Services - Appointment on Compassionate grounds - Termination of Service - Instructions- Issued.

Ref: 1. G.O.Ms.No.1005, Employment & Social Welfare Department, dt.27.12.1974.

2. G.O.Ms.No.504, GA (Ser.A) Dept., dt.20.10.1980.

2001 G.O.s

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2001 G.O.s

The Scheme of compassionate appointment to the dependents of deceased Government employees and to the dependents of Government employees who retire on medical invalidation was evolved to provide immediate relief to the families of Government employees. Among several welfare measures initiated by the Government to its employees, the Scheme of Compassionate appointments, is a well thought of social security measure. The obvious thrust is to instill a sense of "feel Secure" confidence among the employees who are the tools of administrative machinery. To streamline and strengthen the scheme of compassionate appointments to the dependents of Government employees, several clarifications were issued for the larger benefit of the dependents of Government employees .

2. Instances have come to the notice of the Government, that in certain cases, the person appointed on Compassionate grounds is not looking after the other dependents of the deceased Government employees of the employees who retired on medical invalidation, whereby the distress of the dependents was not redressed. This is causing much concern and it is apprehended that the object of the scheme of Compassionate appointments is not reaching the needy. Keeping this situation in view, it is considered necessary to stream line further the scheme of compassionate appointment to the dependents of Government employees and issue the following further instructions.

3. In the offer of appointment on Compassionate grounds to the dependents of deceased Government employees to the dependents of Government employees who retire on Medical Invalidation, 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".

4. 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.

5. 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 other offices.

6. The Departments of Secretariat, Heads of Departments and the District Collectors are requested to follow the above instructions scrupulously.

7. The receipt of the Memo should be acknowledged.

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

Dept. dated 27-4-2002 in respect of Govt. employees who retire on medical invalidation.

4. This memo issues with the concurrence of PR & RD Dept. vide their U.O.No19507/EV/A2/02-1, dt. 23-4-2002.

I.V. SUBBA RAO
Secretary to Government

కారుణ్య నియామకాలు - ఎస్జిటి పోస్టు తొలగింపు

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services - Compassionate appointment - Compassionate appointment to the dependents of deceased, Government employees - Appointment to the lowest Teaching post - Amendment - Issued.

GENERAL ADMINISTRATION (SER.A) DEPT.

G.O.Ms.No.480

Dated : 20-11-2002

Read the following:

G.O. Ms. No.612. G.A.(Ser.A) Dept. dt: 30.10.1991

ORDER:

The Scheme of compassionate appointment to the dependents of deceased Government employees was ordered in G.O.Ms.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 Lower Division Clerk. In G O Ms No 612 General Administration (Ser.A) Department, dated 30.10.1991, 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 scale of pay such as Assistant Engineers, Assistant Executive Engineers, Civil Assistant Surgeons etc.,

Since the clerical posts in Education Department in 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.

2. While that was the position, the scale of pay of the Teaching posts was revised from time to time. The Scale of pay of a teacher post is now higher than that of Junior Assistant, as detailed below:

Category	Revised Scale of Pay
1) Junior Assistant	Rs.3290-G550
2) Teacher	Rs.3750-7650

In view of the above, as per the scheme of compassionate appointment to dependents of deceased government employees. a question arose Whether Compassionate appointments to the said category of Teacher can be considered or not. This issue has been carefully examined and it has been decided by the Government that dependents of the deceased Government employees shall not hereafter be considered for appointment as Teacher, 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 Teacher.

3. Therefore, the following amendment is issued to G.O.Ms.No.612. General Administration (Ser.A.) Department, dated 30.10.01991.

AMENDMENT

In the said G.O. in paragraph 2, for sub paragraph (iv), the following shall be substituted, namely :-

'(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 scale of pay such as Assistant Engineers, Assistant Executive Engineers, Civil Assistant Surgeons etc''.

(By order and in the name of the Governor of A.P)

SATHI NAIR,
Chief Secretary to Govt.

ఎంపిక విద్యా సంస్థల్లో మరణించిన వారి కుటుంబాలకు ఆర్థిక సహాయం - ఒక సవరణ

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Financial Assistance to the surviving windows of teachers of the Aided

Adhyapaka Jwala (DTF)

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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 HARNES 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.

(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.

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SECTION OFFICER

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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 vest 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.

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SECTION OFFICER

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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.)

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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.

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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

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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 and Family
Welfare Department.

Sf/SC.

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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

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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.

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**GOVERNMENT OF ANDHRA PRADESH
ANSTRACT**

Andhra Pradesh State and Subordinate Service Rules, 1996 - Amendment
to rule 12 - Orders - Issued.

GENERAL ADMINISTRATION (SER.D) DEPT.

G.O.Ms.No.144

Dated : 15-06-2004

Read the following:-

1. G.O.Ms.No. 436, G.A.(Ser.D) Dept., dt. 15-10-1996.
2. Cir.Memo.No.3731/Ser.A/2002-3.G.A.(Ser.A) Dept., dt.11-12-2003.
3. Govt.Lr.No.3873/Ser.D/2004-2, dt.23-02-2004.
4. From the Secy., APPSC, Hyd.Lr.No.464/RR/2/2004. dt.02-06-2004

2004 G.O..s

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2004 G.O..s

ORDER:

Under the scheme of compassionate appointment to the dependents of the deceased Government employees, compassionate appointments are being considered to the spouse / son/ daughter, who were dependent on the deceased Government employee and 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 the deceased government employee, duly relaxing the upper age limit, to consider him/her for compassionate appointment. In most of the cases, the spouse of the deceased Government employees were at the age of above 40 years, and in early 50s. The age limits for the appointment to the public service are governed by the Andhra Pradesh 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 and it is decided to follow the upper age limit of 45 years for compassionate appointment to the spouse of the deceased government employee and accordingly orders have been issued in Circular Memo.No.3731 / Ser.A/2002-3, GA(Ser.A) Dept., dt. 11-12-2003 fixing the upper age limit of 45 years as on 1st July of the year in which the application is made, shall be followed for the compassionate appointment to the spouse of the deceased Government employee, provided the application for compassionate appointment is made within one year after the death of the employee. Accordingly, rule 12 of the Andhra Pradesh State and Subordinate Service Rules, 1996 is amended as follows:

2. The following notification will be published in the Andhra Pradesh Gazette.

NOTIFICATION

In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Andhra Pradesh hereby makes the following amendment to the Andhra Pradesh State and Subordinate Service Rules, 1996 issued in G.O.Ms.No.436 General Administration (Services.D) Department dated 15-10-1996 and published in the Andhra Pradesh Gazette Part-I Extra Ordinary No.34 dated the 27th January, 1997 and as amended from time to time.

The amendment hereby made shall be deemed to have come into force on the 11th December, 2003.

AMENDMENT

In the said rules, in rule 12, in sub-rule (1), in clause (b) after sub-clause (iii), the following proviso, shall be added namely:-

""Provided that for compassionate appointment to the spouse of deceased Government employee, the upper age limit shall be 45 years irrespective of community."

(By order and in the name of the Governor of A.P.)

B.ARAVINDA REDDY,
Secretary to Governemnt (Ser.)

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 (SERVICES – G) DEPARTMENT

G.O. Ms. No.151

Dated: 22-06-2004
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: 11-02-1997

Under the Scheme of Compassionate Appointment to the dependents of the deceased Govt. Employees, the spouse / son / daughter may be considered for Compassionate Appointment to the post of Jr. Asst. or to a post whose Scale of Pay is equal to Jr. Asst. or to a lower post. Where the dependent is not fully qualified, he or she can be considered for Compassionate Appointment subject to acquiring on qualification. As per the orders in force, the services of the person appointed on compassionate grounds shall be regularized 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 Rectt. The orders issued in the G.O. 4th read above are contrary to the above rule position. In several cases, the inter-seniority could not be finalized 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. 4th read above have been reviewed and it is decided to consider the regularization 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 in G.O.Ms. No. 60, G.A.(Ser.A) Department, Dated:11-02-1997.

A M E N D M E N T

In the said G.O. in paragraph 5, “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 (Services)

**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.

[226]

Download from www.tsemployees.com

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

Letter No. 11147/Ser.G/2009-1

Dt. 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 ref. 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
ABSTRACT

Scheme of Compassionate appointments to the deceased employees working in recognized
aided institutions – Revival of the Scheme – Orders – Issued

EDUCATION (SE.PS.I) DEPARTMENT

G.O.Ms.No.113

Dated: 06.10.2009

Read the following:

1. G.O.Ms.No.687, GA(Ser.A) Department, dated: 03.10.1977
2. G.O.Ms.No.612, GA(Ser.A) Department, dated: 30.10.1991
3. G.O.Ms.No.30, Education (Ser.V) Department, dated: 01.02.1994
4. Govt.Memo.No.766/Ser.IV-1/94-2, Edn (Ser.IV) Dept., dt.18.05.1995
5. Govt.Memo.No.1366/Ser.IV-1/94-2 Edn (Ser.IV) Dept., dt.04.07.1997
6. Govt.Memo.No.12080/COSE/A2/2004-04 Edn (COSE) Dept., dt.20.10.2004
7. Govt.Memo.No.8544/PS.I/2005-3, Edn (SE.PS) Dept., dt.14.11.2005
8. Govt.Memo.No.7981/Ser.V/08, Edn (Ser.V) Dept., dt.06.11.2008

<<<<>>>>

ORDER:

In the G.O.1st read above scheme of compassionate appointments to the dependents of the deceased Government employees was introduced, in the G.O.2nd read above further instructions were issued on the scheme of compassionate appointments to the dependents of the deceased Government employees, in the G.O.3rd read above the scheme was extended to the employees working in Aided/ZPP/Municipal Management Schools.

2. Government in the Memo.4th read above clarified that the children of the deceased employees working in Aided Schools are eligible for compassionate appointments based on the qualification in any Government Office/Schools.

3. Again in the Memo.5th read above, the orders were cancelled and specific instructions were issued to the effect that the children of the deceased employees working in Aided Schools are eligible for compassionate appointments only in that School. Subsequently Government imposed ban on creation/filling up of existing vacancies of aided posts in the recognized Aided Schools and also issued orders that the ban orders are applicable for the appointments on compassionate grounds in the Aided Schools and these orders are still in force.

4. In the Government Memo.8th read above the Minutes of the Meeting convened by the Hon'ble Chief Minister with Teacher MLCs and JACTO Leaders held on 03.11.2008 requested for issue of necessary orders on the decision taken in the meeting is one of the decision is for revival of compassionate appointments in aided institution by taking district as a Unit instead of School as a Unit subject to outcome of the orders of the Supreme Court in C.A.No.9541/07.

5. Government have examined the matter in detail and agreed to revive the scheme of compassionate appointment to the dependents of the deceased aided employees working in aided institutions in terms of G.O.3rd read above by taking district as a Unit and providing them employment in ZP/ MPP / Government offices (Not in aided institutions).

6. This orders issues with the concurrence of Finance Department vide their U.O.No.24780 /340/A1/Pen.I/09, Dated: 30.09.2009.

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

SURESH CHANDA
SECRETARY TO GOVERNMENT

To
The Commissioner & Director of School Education, AP., Hyderabad

Copy to:

All the Departments in Secretariat
All the District Collectors in the State
All the Regional Joint Directors of School Education in the State
All the District Educational Officers in the State
All the District Development Officers in the State
All the Municipal Commissioners in the State
All the District Treasury Officers in the State
SC/SF

//FORWARDED:BY ORDER//

SECTION OFFICER

**GOVERNMENT OF ANDHRA PRADESH
EDUCATION (SE.PS.I) DEPARTMENT**

Memo.No.20360/SE.PS.I/A1/2010

Dt.09.6.2010

Sub : SE - Aided - Scheme of Compassionate appointments to the deceased employees working in Recognized Aided Institutions - Revial of Scheme - certain instructions - Issued - Regarding.

Ref : 1. G.O.M.s.No.113 Education (SE.PS.I) Dept., dated: 06.10.2009.
2. C&DSE, Hyderabad Lr.No.1375/B1-2/2006, dated: 02.03.2010.

The attention of the Commissioner & Director of School Education, A.P., Hyderabad is invited to the references cited. Government have revided the scheme of Compassionate appointment to the depenndents of the deceased aided employees working in aided institutiouns by taking district as a unit and providing them employment in ZP/MPP/Government Offices (Not in aided institutions) in the reference 1st cited.

2. In the reference 2nd cited, the commissioner & Director of School Education, A.P., Hyderabad has requested the Government to clarify whether the above Government order is effective from the date of issue of order (i.e., 06.10.2010) or with retrospective effect.
3. Government after careful examination of the matter hereby clarifies that, the orders issued in G.O.Ms.No.113 Education (SE.PS.I) Department, dated: 06.10.2010 regarding the scheme of Compassionate appointment to the dependents of the deceasedd aided employees working in aided institutions by taking district as a Unit and providing them employment in ZP/MPP/ Government Offices (Not in aided institutions) is w.e.f. from the date of issue of G.O. i.e., w.e.f. 06.10.2009 only.
4. The Commissioner & Director of School Education, A.P., Hyderabad is requested to take necessary action according.

**DR.D.SAMBASIVA RAO
SECRETARY TO GOVERNMENT**

**GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER-G) DEPARTMENT**

Circular Memo.No.40130/Ser.G/2009-1,

Dated: 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 General Administration (Ser-A) Department, Dated: 03-10-1977.
 2. Govt.Memo.No.872/Ser.A/85/Ser.A/85-1, General Administration (Ser.A). Department.
 3. Circular Memo.No.60681/Ser.A/2001-1 General Administration (Ser.A) Department, Dated:12-08-2003.
 4. From the Registrar (Admn), High Court of Andhra Pradesh Letter No.5541/2008 Estt., Dated: 16-11-2009.

In the reference 2st cited, instructions were issued to continue 'widows' who were appointed in terms of the orders issued in G.O.Ms.No.685 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 his 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.SRILAKSHMI

Secretary to Government (SER & HRM).

CHAPTER- XVII

GOVERNMENT OF ANDHRA PRADESH EDUCATION (SE-PS.1) DEPARTMENT

Memo.No.15232/SE-PS.1/A1/2011

Dt. 16.01.2012

Sub: S.E. - Scheme of Compassionate appointments to the dependents of deceased Govt. Employees compassionate appointment to the Younger Brother / Younger Sister of the deceased who remained unmarried - applicability of Govt. Memo.No. 17897/ Ser.A/200-1, GAD Dt. 20.04.2000 the Aided Employees - Clarification - Regarding.

Ref: From the C&DSE, Lr.Rc.No. 104/B4-3/2011, Dt. 27.06.2011.

-oOo-

The attention of the Commissioner & Director of School Education, Hyderabad, is invited to the reference cited.

1. He is informed that the clarification issued in Govt. Memo.No. 17897/Ser.A/ 200-1 GAD, Dt. 20.04.2000 to para 2(1) of G.O.Ms.No. 612 GA (Ser.A) Dept., Dt. 30.10.1991, is applicable to the aided employees also. ✓
2. This Memo issues with the concurrence of General Administration (Ser.G) Dept., vide their U.O.No.36491 Ser.G/A1/2011-1, Dt. 03.01.2012..

Dr. D. Sambasiva Rao
Prl. Secretary to Govt. (SE)



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**GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.G) DEPT.**

Cir.Memo No.3548/Ser.G/AD/2010-8

Dated 24-3-2012

Sub: Public Services - Subordinate Services - Scheme of compassionate appointment to the dependents of deceased Govt. servants, who died while in service and also the dependents of 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.25-08-2010 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 Govt. 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 Govt. that number of files have been received from the departments of Secretariat seeking clarification as to whether the dependent children of the Govt. 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 provided compassionate appointment to the dependents of a Govt. 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 parents of the applicant is in service or in receipt of service pension and family pension, and lump sum retrial 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 his stipend or deferred salary paid to a Govt. 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.

4. The Govt. after careful examination, hereby clarify to all the appointing authorities the pension can be treated as 'earning' and pensioner can be treated as an 'earning member' and also the dependent children of a Govt. 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.

True copy attested

B.VENKATESHWAR RAO
Secretary to Govt. (SER.HRM)



ವಿಧಾನಸಭೆ ಮತ್ತು ಸಾರ್ವಜನಿಕ ಆಯ್ಕೆ ಆಯೋಜನೆ
1. APPOINTMENTS, COMPASSIONATE APPOINTMENTS,
PROMOTIONS, SERVICE RULES

**GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SERG) DEPARTMENT**

Cir. Memo. No. 35252/Ser.G/ A1/2011-1

Dt. 04.12.2013

Sub : P.S. - Subordinate services - Compassionate Appointment to the dependents of the deceased Government 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 - Further Instructions - Issued - Regarding.

Read: 1. GO.Ms.No.687, GA (Ser.A) Department, Dt:3.10.1977
2. GO.Ms.No.504, GA(Ser.A) Dept, Dt:30.07.1980

In the G.O.1, cited, orders were issued providing appointment to the dependent 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 GO. second cited, orders were issued extending the scheme of compassionate appointment introduced in GO MS. No. 687 GA (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 / inductions were issued on the scheme. Later on the scheme was dispensed vide GO.Ms.No.202, GA (Ser.A) Dept., Dt. 27.04.2002 as per A.P. High Court Orders Dt 2.10.2001 in W.P.No.1348912000.

3. Subsequently, these orders were challenged and the matter 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, GA (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 GA(Services) Department from time to time (1 the scheme 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, Zilla Parishads, Mandal Praja Parishad, Gram Panchayats) Public Sector Undertakings, Societies registered under the 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 orders viz., the Education Department in GO.Ms.No.30, Edn (Ser. V) Department, Dt.O 1.02.1994 have issued orders extending the scheme of compassionate appointment to the dependents of the deceased Government employees working in Aided / ZPP / Municipal Management Schools.

5. Further, Government vide Memo.No.1366/Ser.IV-I/94-2, Education (Ser.IV) Department, 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 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 GO.Ms.No.30, Education (Ser. V) Department, Dt.01.02.1994. Further, the MA & UD Department have issued orders in GO.Ms.No.179, MA & UD (G1) Department, Dt.23.04.2010 extending the scheme of compassionate appointment on medical invalidation revival in GO.Ms.No.661, GA (Ser.G) Department, Dt.23. . .2010 extending to the employees working in all Municipalities / Corporations including Grater Hyderabad Municipal Corporation in the State, Further, in GO.Ms.No.20, Agri & Coop. Department, Dt.20.01.2011, the Ari & Coop. Department have issued orders extending the above scheme of compassionate appointments on medical invalidation employees working in Agricultural Marketing Committees in the State w.e.f., Dt.23.1 0.2008.

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 Under takings, 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 Under takings / Local Bodies (i.e. Municipalities, Municipal Corporations, Zilla Parishads, Mandal Praja Parishad, 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 / Organization as per their rules. If any Department has issued any order in invitation 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 pungent to these instructions, the instructions issued by this Department will prevail over the instructions issued by any other department.

The Departments of Secretariat / Head's of Departments District Collectors are requested to issue similar instructions under their administrative control to follow above instructions scrupulously.

P.K.MOHANTY

Chief Secretary to Government

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

School Education – Counting of past service rendered in Home Department as constable for pensionary benefits and pay protection in respect of Sri. K.Danington, SGT, PS, Eedulabavi Tanda, MP Midjil, Mahabubnagar District – Orders – Issued.

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
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)

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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