



**GOVERNMENT OF ANDHRA PRADESH
ABSTRACT**

PUBLIC SERVICES - Subordinate Services - Schemes of compassionate appointments to the dependents of deceased Government employees – Further - Instructions - Issued.

GENERAL ADMINISTRATION (SERVICES -A) DEPARTMENT

G.O.Ms.No. 612

Dated 3rd October, 1991.

Read the following:

1. G.O.Ms.No. 687, General Administration (Ser.A) Department, dated 3-10-1977.
2. Memo.No. 618/Ser.A/78-11, General Administration Departmental. 17-12-1979.
3. G-O.Ms.No. 504, General Administration (Ser.A) Department, dt. 30-7-1980.
4. Memo. No. 2047/Ser.A/83-1, General Administration Department, dt. 10-10-1983.

ORDER:

A P U S

The G.O. first read above lays down the procedure to be followed in providing immediate permanent relief to the family of Government employee who dies in harness by appointing his son/daughter/spouse without the media of Employment Exchange, subject to certain conditions specified there in 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 schemes 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 where ever 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 reopened.
- ii) The adopted son or daughter of the deceased Government Servant may be considered for appointment, if the adoption had taken place legally, at least five years prior to the date of demise of the Government servant.
- iii) 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.
- iv) If the dependents of the deceased employees are eligible to be considered for any category post whose pay is equal or less than that of Jr. 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 constables in Home Department, Excise Constables in Excise. Department, Helper Grade - 1 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 Asst. Engineers, Asst. Executive Engineers, Civil Asst. Surgeons etc., shall be considered for appointments to posts carrying higher scale of pay such as Assistant Engineers, Asst. Executive Engineers, Civil 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, dated. 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 exgratia will be issued seperately. vi) In case where, Diploma holders who do not possess minimum educational qualifications for appointment as Junior Assistants and who have sought appointment as Junior Asst, are exempted from, possessing minimum general educational qualifications, provided the duration of study to acquire such qualifications, LCE Diploma is equivalent to or longer than that of Intermediate.

vii) Where typewriting in English (Higher) and Telugu (Higher) is an essential qualification for appointment to a post, the candidate 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 qualifications 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 Qualifications respectively, by giving reasonable 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 apply to the cases of compassionate appointments on medical invalidation.

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

K.V NATARAJAN,
Chief Secretary to Government.