

Hkkjrh; iks] kfxdh I LFkku] #Mdh  
INDIAN INSTITUTE OF TECHNOLOGY, ROORKEE  
#Mdh&247667 %mRrjkpy½  
ROORKEE – 247 667 (Uttaranchal)

vupEik ds vk/kkj ij erd deÞkj; kads vkJr i@i@h ; k fo/kok dh fu; qDr; k; fd; s tkus  
grq I LFkku vksk I 12@2002

**INSTITUTE ORDER NO. 12/2002 FOR MAKING APPOINTMENTS ON  
COMPASSIONATE GROUNDS OF THE WIDOW OR DEPENDENT  
SON/DAUGHTER OF DECEASED EMPLOYEES**

fnukd% vxLr] 2002  
Dated :- August , 2002

bl ; kstuk dk mnas ; , d s ljdkjh deÞkj ij fuHk] ml ds ifjokj dks vupEik ds  
vk/kkj ij fu; qDr inku djuk gs tks vius ifjokj dks vktfhodk ds fcuk fdl h l gkjs ds rFkk  
vkfFkd I dV ea NkMde j ej x; k gks ; k fpdfRI h; vk/kkj ij ml us l ok ea vodk'k iklr fd; k gk  
rkfd l cf/kr ljdkjh deÞkj dk ifjokj vkfFkd I dV l s eDr gks l ds rFkk vkdfLedrk l s  
fuiVusea ml dh l gk; rk dh tk l dA

The object of the Scheme is to grant appointment on compassionate grounds to a dependent family member of a Government servant dying in harness or who is retired on medical grounds, thereby leaving his family in penury and without any means of livelihood, to relieve the family of the Government servant concerned from financial destitution and to help it get over the emergency.

1- vupEik ds vk/kkj ij fu; qDr dny fdl h LFkk; h] vLFkk; h %j fDr gkus ij LFkk; hdj.k dh  
irh{k eR rFkk odÞktZ I LFkku deÞkj dh eR; q ij ; k t gk vkbZvkBZ/h cEcbZ ds ifjfu; e  
13½ ds vud kj fpdfRI h; vk/kkj ij fdl h deÞkj dh l ok; ; ml dh 57 o"z dh mez gkus l s  
i gys l eklr dj nh xbZ gka ogha ij fopkjk/khu gks l drh gA

1. The compassionate appointments may be considered only on the death of a permanent. temporary (waiting confirmation for want of vacancies) and work-charged employee of the Institute or where the services of an employee are terminated on medical grounds in terms of Statute 13 (6) of IIT Bombay before attaining the age of 57 years.

fVli .kth% I ok ea l ok foLrkj l fefyr gs %j j rqi qfuZ; qDr ughA

Note :- The service includes extension in service (but not reemployment).

2- %½ vupEik ds vk/kkj ij fu; qDr grq dny erd dh fo/kok ; k ml ds vkJr i@i@h gh  
fopk.j.kh; gks l drs gA vkJr ifjokj ds l nL; ka l s rkRi ; Z gA %½ i Ruh %½ i@i@h  
%xkn fy; s i@i@h dks Hkh l fefyr djrs gq %½ rFkk %½ vfookfgr l LFkku deÞkj ds  
ekeys ea HkkbZ ; k cfguA

2. (a) The widow or dependent sons/daughter of the deceased employee only may be considered for compassionate appointments. Dependent family members means (a) spouse; (b) son/daughter (including adopted son/daughter) and (c) brother or sister in the case of unmarried Institute servants.

1/2 xep'knk depkjh dskeys e&xep gkus dh frfFk l s2 o"kz ds i' pkr ckMz-vkQ xoul Z }kjk vupEik ds vk/kkj ij fu; qDr ij fopkj fd; k tk l drk gA&

(b) In the case of missing employee - Compassionate appointment can be considered after two years from the date of missing by the Board of Governors -

1/2 ; fn iFke l ipuk fjikvZ ntZ dh tk pph gS rFkk xep'knk depkjh dks [kkst'k ugha tk l dk gA

(i) if FIR has been filed and the missing official is not traceable;

1/2 ; fn ml ds l ok l svodk'k i klr djusea de l s de 2 o"kz ckdh FkA

(ii) if he had at least two years to retire;

1/2 ; fn ml ij /kks'kk/kMh djus@vkradoknh xfrfof/k; ka ea l fEefyr gkus@fons'k pys tkus dk l ng u gA

(iii) if he is not suspected to have committed fraud/joined terrorist organization/ gone abroad;

1/2 ; fn l {ke i kf/kdkjh ; g vuttko djsfd ekeyk i tekf.kd gA

(iv) if the Competent Authority feels that the case is genuine.

dsy , d vkfJr grq vupEik fu; qDr dh NW Lohdk; Z gA

Concession of compassionate appointment is admissible to one dependent only.

viokn & 1/2 fo'kks'k ij fLFkr; ka ea ckMz-vkQ xoul Z dh i nZ vupfr l serd ds ifjokj ea , d miktZ d vdekus oky k 1/2 l nL; gkus ij Hkh vupEik fu; qDr ij fopkj fd; k tk l drk gA

EXCEPTIONS - (A) In exceptional circumstances, with the prior approval of the Board of Governors, the appointment on compassionate grounds may be considered even when there is an earning member in the family of the deceased.

1/2 ; fn erd vfookfgr Fkk] rks ml ij fuHkj ml ds HkkbZ@cguka ea l s , d] ; g opu nus ij ik= gksk fd og erd l jdkjh depkjh ij fuHkj ml ds vU; ifjokj ds l nL; ka dh ns[kHky djskA

(B) If the deceased was unmarried, one of the dependent brothers/ sisters will be eligible for consideration, on giving an undertaking that he/ she will look after the other family members who were dependent on the deceased Government servant.

3- vupEik fu; qDr grqfo/kok dh vf/kdre vk; q depkjh dh eR; q dh frfFk dks 45 o"kz gksxA depkjh ij fuHkj i e@i e h ds ekeys e] vk; q l hek ogh gksxh tks vkbZvkbZVh- #Mdh ea fu; qDr grq gA vf/kdre vk; q l hek ea vko'; drk gkus ij NW nh tk l drh gS i jarq 18 o"kz dh U; ure vk; q l hek ea NW l Hko ugh gksxA ; fn l jdkjh depkjh dh eR; q ds l e; ml ds vfHkj f{kr dh vk; q 18 o"kz l s de gS rFkk jkstxkj grqog vdsyk gh miyC/k gS rks tS s gh og 18 o"kz dk gsrk gS ml svkonu djuk pkfg; A

3. The upper age limit for the compassionate appointments for the widow will be 45 years on the date of death of the employee. In case of dependent sons/daughters of the deceased employee, the age limit will be as followed for recruitment at IIT Roorkee. The maximum age-limit may be relaxed wherever necessary, but no relaxation is permissible in the minimum limit of 18 years. If the ward is below 18 years of age at the time of death of the Government servant and if he/she alone is available for employment, he/she should apply as soon as he/she attains 18 years.

4. ; fn fo/kok ik= ugh g\$ ; k vupeik fu; qDr grq bPNd ugh g\$ rks erd dh fo/kok dh bPNk@fn; sx; sfodyi ds vuq kj vupeik fu; qDr ; k rksfdl h vfhkjf{kr i e ; k i e h dks nh tk l drh gA fo/kok ds u gkus ; k erd efgyk depkj h ds ekeys e ; g fodYi ik= vfhkjf{kr i e @i e ; ka ea cM s dks i klr gksxA
4. In case the widow is not eligible or desiring to have compassionate appointment, the same may be given either to a dependents son or daughter in accordance with the willingness/option exercised by the widow of the deceased employee. If there is no widow or in case of a deceased female employee, such an option may rest with the elder of the eligible dependent son/daughter.
5. vkbzvkbzVh@l jdkjh@l kozt fud {ks= ds mi Øe ea dk; j r fo/kok vupeik fu; qDr grq ik= ugh gksxA bl h rjg] ; fn fo/kok futh {ks= ea dk; j r gS %tgki i fjyfc/k; k; l LFku xij 'Mh' depkj h dh U; ure i fjyfc/k; ka l svf/kd g\$ rks Hkh og vupeik fu; qDr grq ik= ugha gksxA dny erd depkj h ds vfhkjf{kr i e @i e ; k; gh ik= gA
5. The widow serving in IIT/Govt./Public Sector Undertaking will not be eligible for compassionate appointment. Similarly, if the widow is working in Private Sector (where the emoluments are more than the minimum of Group 'D' employee in the Institute) she will also not be eligible for compassionate appointment. Only dependent sons/daughters of the deceased employee are eligible.
6. l Hkh vupeik fu; qDr; k; xij 'l h' ; k 'Mh' ds i osk Lrjh; inka ij gh dh tk; xhA vupeik ds vk/kkj ij fu; qDr grq vkond dks xij 'l h' @ 'Mh' ds i osk in ij] t\$ k Hkh ekeyk g\$ fu; qDr grq fu/kkZjr 'ks {kd ; kx; rk dk /kkjd gksuk pkfg; A vgrk eafd l h rjg dh NW ij fopkj ugha fd; k tk; xhA bl n"Vdks k l s fjdR; ka dh mi yC/krk ds v/; /khu vupeik fu; qDr; ka dh l e ; k dh dkbz l hek ugha gksxA
6. All compassionate appointments will be made only at the entry level posts of Group 'C' or 'D'. The applicant for appointment on compassionate grounds must possess the educational qualifications as prescribed for recruitment at entry level post for group 'C' /'D' posts as the case may be. No relaxation of qualification shall be considered. In view of this, there will be no limitation to the number of compassionate appointments subject to availability of the vacancies.
7. xij ^, \* rFkk ^ch' inka ij dkbz vupeik fu; qDr; k; ugha dh tk; xhA
7. No compassionate appointment will be made in Group 'A' & 'B' posts.
8. vupeik fu; qDr fn; s tkus ds l e; ] vkond dks t\$ k fd uo fu; qDr 0; fDr grqokfNr g\$ l Hkh n"Vdks k l s 'kkfjfd #i l s LoLFk gksuk pkfg; A
8. At the time of being given compassionate appointment, the applicant must be medically fit in all respects as required for newly recruited persons.
9. vupeik fu; qDr grq p; fur 0; fDr] l e pr Js kh ds fu; qDr jkLVj ea l ek; ks tr fd; s tkus g\$ t\$ s fd] , l l h@, l Vh@vks ch l h@l keku; Js kh] buea l s ft l Js kh l s Hkh oks l e/k j [krs gkA
9. Person selected for compassionate appointment are to be adjusted in the recruitment roster against the appropriate category, i.e., SC/ST/OBC/General category, depending upon the category to which he/she belongs.
10. vupeik fu; qDr; ka ds mnas ; grq vkjf{kr Js kh ¼, l l h@, l Vh@vks ch l h½ ds LVkQ l nL; ka ds fy; s dkbz fo' ksk fopkj @NW Hkkjr l jdkj ds fu; eka ds vuq kj gksxA
10. Person selected for compassionate appointment are to be adjusted in the recruitment roster against the appropriate category, i.e., SC/ST/OBC/General category, depending upon the category to which he/she belongs.

10. Any special consideration/relaxation for reserved category (SC/ST/OBC) of staff members for the purpose of compassionate appointments will be as per Govt. of India Rules.

11. vupEik fu; fDr , d dySMj o"Kz eafo |eku gksus okyh fjdDr ¼; kK ij dh tk; xhA iR; d o"Kz ds iKjk ea Lohdr tu'kfDr dk iujh{k.k fd; k tkuk pkfg; A Hkkjr Ijdkj dh uhfr ds vuq kj vupEik fu; fDr; k; [kkyh inka dks Hkkjus ij jkd yxkus ds vknsk l s eDr gA

11. Compassionate appointment will be made against vacancy(S) existing or arising during a calendar year. The sanctioned strength should be reviewed at the beginning of every year. As per Government of India policy compassionate appointments are exempted from ban orders on filling up of vacant posts.

12. vupEik fu; fDr nrs l e; ] erd dePKjh dh fo/kok dks iKfjokjd iaku l fgr vfire ykHk dh Lohdr Hkkjr Ijdkj ds fu; eka ds vuq#i fu; fer gksxhA

12. While giving compassionate appointment, grant of terminal benefits including the Family Pension to the widow of the deceased employee be regulated in accordance with the GOI Rules.

13. vupEik ds vk/kkj ij fu; fDr djrs l e; vkfFkd ekun.M+ l c/kh Hkkjr Ijdkj }kjk Lohdr ifjikh dk vuqkyu tkjh jD[kk tk l drk gA bl l c/k ea dN ikpy ftu ij fopkj fd; k tk l drk g\$ fuEufyf[kr gA

13. The Govt. of India approved practice related to economic criteria for making appointment on compassionate grounds may continue to be followed. Some of the parameters which can be considered in this regard are:

¼½ erd dePKjh ds ifjokj dh vk; A

(i) Income of the family of deceased servant.

¼½ erd Ijdkjh dePKjh ds ifjokj ds l nL; ka dh 'kS{k d ; kK; r kA

(ii) Educational qualification of the members of the family of the deceased Government servant.

¼½ vkfJrka dh l ; kA

(iii) Number of dependents.

¼½ erd Ijdkjh dePKjh }kjk NkMh xbZ ifj l Ei fRr; k; rFkk nkf; RoA

(iv) Assets and liabilities left by the deceased Government servant.

fVl i .kh %& Hkkjr Ijdkj dk dkfeZd , oa i f'k{k.k foHkkx ; g l fuf'pr djus ds fy; s fd fu; fDr; k; vko'; drk o vkfFkd fLFkr ds vk/kkj ij dh xbZ g\$ rFkk fu; fDr i kf/kdkjh }kjk mi jkDr rRoka dh mi \$kk ugha dh xbZ g\$ vi us funZ kka dks l e; l e; ij nks jkrk gA

Note:- The Department of personnel and Training of Govt. of India also reiterates its instructions from time to time to ensure that appointment are made on need-cum-economic status basis and that the latter factor is not ignored by the appointing authority.

14. ; fn erd dePKjh ds ifjokj dks igys l s gh l LFkku vkokl miyC/k dj k; k gvk g\$ rks ml miyC/k dks rc rd tkjh jD[kk tk l drk g\$ tc rd vupEik ds vk/kkj ij fu; fDr gksus ij ml dh gdnjh ds vuq#i izdkj dk vkokl ; kfu fd ml in ds vuq kj

vkokl ftl ij ml dh fu; qDr gq h g\$ vkofVr ugh gks tkrkA ; g l ek; kstu iFke miyC/k vol j ij fd; k tkuk pkfg; A

14. The family of the deceased employee, if already provided with the Institute accommodation, may continue to be provided with the accommodation at the Institute, if appointed on compassionate grounds till such time he/she is allotted accommodation of the type according to his/her entitlement i.e. post to which he/she has been appointed. This adjustment should be done at first available opportunity.
15. ; fn fo/kok ; k ik= i@i=h ; g pkgrsgsfv vupEik ds vk/kkj ij fu; qDr dks rc rd dsfy; s LFkxr jD[kk tk; s tc rd fd os vupEik ds vk/kkj ij fu; qDr dsfy; s i; klr 'k\$kd ; kx; rk u iklr dj y\$ rks LFkxu gsrq, s h i kFkZuk 3 o"kl svf/kd dh vof/k dsfy; s Lohdr ugha dh tkuh pkfg; A ; fn ifjokj ds ikl vkbzvkzVh dk vkokl g\$ rks mlgs erd@vodk'k iklr depkjh grrl keku; fu; e ds vuq kj bl sj [kus dh vuqfr inku dh tk l drh g\$ ml ds i'pkr ; g vkokl [kkyh djuk gkskA LFkxr jD[kh xbZ fu; qDr ds , s sekeyka ea vupEik ds vk/kkj ij fu; qDr 0; fDr dks ml dh fu; qDr ds l e; ml dh ik= Jskh dk vkokl iFke miyC/krk ds vk/kkj ij vkofVr fd; k tk l drk g\$
15. In case the widow or the eligible son/daughter wishes that the compassionate appointment be deferred till he/she attains the adequate educational qualification for compassionate appointment, such a request should be granted for deferment upto a period of not more than three years. In case the family is occupying IIT accommodation, they will be allowed retention thereof as per normal rules of IIT for retiring/deceased employees. After that they should be required to vacate the premises. In such cases of deferred appointment, the compassionate appointee may be allotted first available house of his/her entitled category at the time of appointment.
16. LFkxu dh i kFkZuk ds ekeys e\$ i kFkZ ckn ea osfYi d ; kstuk ugha pp l drkA
16. In case of a request of deferment, the candidate cannot opt for the alternative scheme later.
17. tc , d ckj vupEik ds vk/kkj ij fu; qDr dh tk pph gks rks vupEik ds vk/kkj ij in ea ifjorZ dh i kFkZuk Lohdkj ugh dh tk; s hA l keku; Oe e\$ Hkfo"; ea mlUfr grr fu; qDr fd; s x; s 0; fDr dks ml ds l gdfez; ka t\$ k gh l e>k tk; s kA
17. Once the compassionate appointment is made, request for a change in the post, on compassionate grounds will not be entertained. The appointee will be treated like his colleagues for career advancement in the normal course.
18. xij 'Mh\* ds erd depkjh ds ifjokj ds l nL; dh fu; qDr xij 'Mh\* ds in rd gh ifrcfU/kr ugh g\$ , s k l nL; ] ; fn ; kx; rk iklr g\$ rks ml dh fu; qDr xij 'Mh\*
18. The appointment of the family member of a deceased Group 'D' employee need not be restricted to a Group 'D' post. Such a member, if qualified, can be appointed to a Group 'C' post also.
19. vupEik ds vk/kkj ij fu; qDr dh xbZ fo/kok ds iufobkg dj yus ij Hkh l ok ea cusjgus ij dkbZ jkd ugh g\$
19. vupEik ds vk/kkj ij fu; qDr dh xbZ fo/kok ds iufobkg dj yus ij Hkh l ok ea cusjgus ij dkbZ jkd ugh g\$

19. There is no bar against a widow appointed on compassionate ground continuing in the appointment after re-marriage.
20. Applications for compassionate appointments will be made on IITR FORM Comp Apptt-1. The applications will be checked as per the check list given at IITR FORM Comp Appt-2

**(A K SRIVASTAVA)**  
**LT. COL. (RETD.)**  
**REGISTRAR**

No. IITR/Estt(B)/E-2272/Comp Appt/2002

Dated : August, 2002

Copy to:-

1. All Head of the Deptts./ Centres/ Offices.
2. Finance Controller.
3. P.S. to Director for Director's kind information please.
4. Steno to Dy. Director for Dy. Director's kind information please.
5. Meeting Section.