



दक्षिण रेलवे Southern Railway  
प्रधान मुख्य कार्मिक अधिकारी का कार्यालय  
Office of the Principal Chief Personnel Officer  
मुख्य कार्यालय, कार्मिक विभाग, चेन्नै-600003  
Headquarters, Personnel Department, Chennai-600003

सं/No: P(R) 30 /P/CGA

दिनांक/Dated: 29.03.2022

All concerned

विषय /Sub: Appointment on Compassionate grounds – Cases of married /  
divorcee / widowed / daughter.

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A copy of Railway Board's letter No. E(NG)/2022/RC-1/CR7 dated 24-03-2022 on the above subject is enclosed for information guidance and necessary action.

Railway Board's letter dated 08-07-2014 and 21-11-2001 referred therein have been circulated as PBC Nos.108/2014 and 208/2001.

Copy of Railway Board's letter dated 03-02-1981 referred therein is enclosed.

Encl. 4 pages

  
(R.M.RAVIKUMAR)

Dy.Chief Personnel Officer / Tfc. M&E  
For Principal Chief Personnel Officer

Copy to: The General Secretary/SRMU  
The General Secretary/AISCTREA  
The General Secretary/AIOBCREA  
The General Secretary/NFIR  
IT Section/PB/HQ - to upload in the SR website.

GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
(RAILWAY BOARD)

DC No. 344

No. E(NG)II/2022/RC-1/CR7

सहायक जनरल मॅनेजर  
GENERAL MANAGER'S OFFICE

दक्षिण रेलवे/Southern Railway  
चे/Chennai-600 003

New Delhi, dated 24.03.2022

The General Manager (P),  
All Zonal Railways/PUs,  
(As per standard mail list)

**Sub: Appointment on compassionate grounds - cases of married/divorcee/  
widowed daughter.**

Attention is invited to para 4 of Board's letter No. E(NG)II/2014/RC-1/SCR/5 dated 08.07.2014 (RBE No.70/2014) superseding para 2 of Board's letter No. E(NG)III-78/RC1/3 dated 03.02.1981 and E(NG)II/2001/RC-1/ER/5 dated 21.11.2001.

2. Clarification has been sought by Railways whether the powers for considering the cases of married/divorcee/widowed daughters for compassionate ground appointment can be exercised by DRMs/CWMs/HODs or otherwise.

3. In this regard, it is clarified that the cases of dependent married/divorcee/widowed daughters for appointment on compassionate grounds should be considered in terms of Board's letter No. E(NG)II/2014/RC-1/SCR/5 dated 08.07.2014 (RBE No.70/2014).

4. Hence, such cases need not be dealt only at GM's level and may be dealt by the concerned competent authority approving CGA cases, duly ensuring all other stipulated conditions.

(A. Narayana Rao)

Dy. Director, Estt (NG)II  
Railway Board

**GOVERNMENT OF INDIA (BHARAT SARKAR)  
MINISTRY OF RAILWAYS/RAIL MANTRALAYA  
(RAILWAY BOARD)**

No. E(NG)III/78/RC-1/1 dated 03/02/1981

**Subject :- Employment on  
compassionate grounds.**

In implementing Board's instructions contained in their letter of even number dated 30.4.1979 the following clarifications have been sought. Board's clarifications on these issues have been given in juxta position:

Clarification sought	Board's decision
1. Where the employees while in service become crippled or develop serious ailments like heart diseases cancer whether the wife is eligible for appointment on compassionate grounds.	In terms of Board's letter of <u>30.4.1979</u> only a son/daughter would be eligible for appointment on compassionate grounds, if the employee opts to retire. Board's intention is not to extend the scope of the existing orders further as employees seek retirement at a fairly advanced age and the retirement benefits are considered enough to safeguard the interest of the wife.
2. Whether non-student sons above 21 years and/or married daughters can be considered for appointment on compassionate grounds.	While there is no ban according to rules, GMS should satisfy themselves that the married daughter will be the bread-winner of the bereaved family.
3. Whether a son-in-law may be considered for appointment on compassionate grounds.	No.
4. Whether in the case of substitutes / casual labourers who die in harness appointment could be offered, where the substitutes have attained temporary status or where they have been empanelled but not absorbed.	The intention of extant orders is to give benefits only to staff who are regular employees.
5. Whether candidates possessing matriculation or equivalent qualification but having no knowledge of English should be subjected to suitability test	The instructions prescribe only possession of minimum educational qualifications. As such there is no need to hold written test and/or interview.

before appointment.

6. Whether cases for appointment on compassionate grounds, which were considered prior to 30.04.1979, could be re-opened.
7. Whether candidates with requisite qualifications for Class III but appointed in Class IV for want of vacancies can be considered for Class III appointment.
8. Whether the dependants of the deceased employee holding a diploma qualification in Engineering could be granted appointment on compassionate grounds in the grade Rs. 425-700 against direct recruitment quota.
9. Definition of the words 'near relative' and whether 'near relative' refers to brothers/sisters of the deceased employee.
10. Where a near relative appointed on compassionate grounds refuses to support the family whether his services can be terminated since under the extant orders services of employee can be terminated only if there is contraction of the cadre or after following D&A rules.
11. Appointment of near relative should not be considered if son, daughter of a widow is already working. Whether these restrictions would apply in cases where son/daughter is working in any private sector other than the Govt. Department.
12. Whether near relative can be considered for appointment if the family is able to sustain with the property left behind by the deceased.

The intention is not to re-open past cases but where the cases were being processed on 30.04.1979 and had not been finalised, they should however, be considered.

Since the appointments were made keeping in view the circumstances then prevailing, it will not be desirable to re-open the cases to consider them for Class III posts.

Yes.

No hard and fast rules can be laid for the purpose. A blood relation who is considered to be a bread-winner of the family can be considered as near relative for the purpose.

The welfare organisation should use its good offices in such cases.

It is not clear how this issue arises, as prior income verification is not provided.

If the widow requests for appointment on compassionate grounds, the property left behind by the deceased should not be considered as a bar for

13. The date from which instructions contain Ministry's letter of even number of 25.2.1980, should be effective.

14. Whether appointment on compassionate grounds to a near relative can be offered where the employee or ex-employee has a daughter but cannot take up any employment.

15. Whether Divisional Railway Managers (Level I & Level II) can be delegated the power to grant the employment in Group 'C' post on compassionate grounds.

16. Whether Dy. CME/SNW etc. having independent charge of units can be treated at par with DRMs in the matter of exercising powers for making appointment on compassionate grounds in Class IV categories.

17. Whether the benefit of compassionate appointment to sons or daughters could be extended in cases where the employee is medically incapacitated a few months/days before retirement.

appointment to a near relative, in other words there should be no means test, provided the near relative is bread-winner of the bereaved family.

Instructions are applicable from the date of issue.

This cannot be accepted.

This power cannot be delegated to Divisional Railway Managers and have to be exercised by the CPO only.

No, as they have been given independent charge for day-to-day working only.

No general prescription of any specific period is contemplated by the Board.