



SOUTHERN RAILWAY

PBC No.263/2022

'Confidl'

Headquarters Office,
Personnel Branch,
Chennai - 600 003.

No.PB/CS/30/Policy/Vol.XIX

Date: 15.12.2022.

DRMs/MAS, TPJ.MDU, PGT, TVC & SA
CWMs/CW/PER, LW/PER, GOC, S&T/PTJ, CEWE/PER
Sr.DPOs/MAS, TPJ, SA, TVC, Dy.CPO/CW/PER
DPOs/MDU, PGT, WPO/GOC, SPO/EWS/AJJ
APO/LW & Elecl Shops/PER, APO/S&T/PTJ

Sub : Appointment on compassionate grounds of family member of
an ex-Railway servant.

Ref : (1) Railway Board's letters No.E(NG)II/2014/RC-1/SCR/5
dated 08.07.2014 (RBE No.70/2014).& No.E(NG)II/2015/RC-1/14
dated 15.04.2015.
(2) This Office letter No.PB/CS/30/PNM Meeting dated 18.03.2019.



This Office is receiving representations addressed to GM or PCPO
against denial of CGA at field level. While scrutinizing the same , it has been
found that in many of the cases, request for CGA was rejected on the grounds
of dependency of the applicant for Compassionate ground appointment on the
railway employee.

In this regard, your attention is drawn to Para 3 of RBE 70/2014, which
reads as under:-

"Existence of a number of instructions as well as the issue of specific
clause of 'dependency on the ex-Railway employee' have been engaging the
attention of this office for sometime. Accordingly, the matter has been
reviewed by the Board and it has been decided that it should be left to the
discretion of the family concerned in case of death of ex-employee to request
for a job to either spouse or any child (whether son or daughter/Unmarried/
Married/ divorced/Widowed) subject to the condition that the concerned child
will be the breadwinner of the family concerned"

In terms of the references cited above, it may be noted that CGA cases warrant a balanced and objective assessment of the financial condition of the family, having regard to the number of dependents, assets and liabilities left by the Railway employee, income of any member of the family as also his/her liability. No CGA cases should be rejected on economic grounds alone. All the parameters like availability of dependent relatives, financial status of the family of ex-employee, educational qualification, verification of documents, bread winner status of the candidate etc. should also be taken in to account for deciding the CGA cases.

Once, the competent authority after a balanced and objective assessment has arrived at a conclusion that compassionate ground appointment is warranted in the circumstances of the case, request for compassionate ground appointment should not be rejected only on the ground of dependency of the candidate proposed for the appointment on the railway servant.

In view of the above, it is again reiterated that compassionate ground appointment cases are to be examined/analysed as per the policy instructions contained in the letters cited above.

(Meena Baskaran)
Dy.Chief Personnel Officer/R&W
for Principal Chief Personnel Officer

Copy to : PFA, PCSC/RPF/MMC – for information and necessary action.