

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

Memo.No.31461Ser-A/99-1

Dated 31-05-1999

Sub:- Public Services - Subordinate services - compassionate appointment of dependents of the Government employees who retire on Medical Invalidation – Regarding.

- Ref:-**
1. G.O.Ms.No.214, G.A. (Ser-A) Dept., dt: 9-6-1998
 2. G.O.Ms.No.570, G.A. (Ser-A) Dept., dt: 17-12-1998.

In the G.O. second cited orders have been issued prescribing suitable safeguard and procedures duly constituting the Medical Teams (Medical Boards), District Level Committee of Officers and State Level Committee of officers to prevent any misuse of the scheme of compassionate appointments to the dependents of Government employees who retire on Medical Invalidation.

2. Among other things, in para 5(1) of the G.O. first cited, while constituting Medical teams (Medical Boards) for issuing Medical Reports/ Certificates to the Government employees who are seeking retirement on Medical Invalidation, it has been ordered therein that among the Medical teams (Medical Boards) one shall be a specialist in the disease/illness with which the employee is suffering from and seeking Medical Invalidation and in case of lady employees seeking Medical Invalidation, there shall be a lady civil surgeon in the Medical Board.

3. The State Level Committee of Officers during their meeting on 19.04.1999 under Chairmanship of Special Chief Secretary to Government and Chairman, Commissionerate of Inquiries, General Administration Department, while scrutinizing the proposals relating to retirement on Medical Invalidation and consequential proposals for compassionate appointments to the dependents of Government employees of Heads of Departments/ Secretariat Departments have observed during consideration of the cases that the Medical Boards were not found to include certain specialties as ordered in the G.O. first cited to evaluate the cases thoroughly and

therefore recommended for issue of suitable instructions in this regard so that in future medical examinations result in proper evaluation.

4. The Director of Medical Education and the Commissioner of Andhra Pradesh Vaidya Vidhana Parishad are therefore requested to issue suitable instructions to the Superintendents of Teaching Hospitals and to the District Co-ordinators of the Hospitals in the District Head Quarters respectively, for inclusion of specialist in the disease/ illness with which the employee is suffering from and seeking Medical Invalidation and in case of a lady employee to include a lady Civil Surgeon in the Medical Teams (Medical Boards) in accordance with the orders issued in the G.O. first cited in order to ensure that in future Medical examinations result in proper evaluations.

N.V.H. SASTRY
Secretary to Government (Services)

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

Memo.No.26983/Ser-A/99-1

Dated 01-08-1999

Sub:- Public Services - Compassionate appointment of dependents of the Government employees who retire on Medical Invalidation – Regarding.

- Ref:-**
1. G.O.Ms.No.214, G.A. (Ser-A) Dept., dt: 9-6-1998
 2. Govt. Lr.No.506/Ser.A/99-2, GAD, dt.16.4.99 addressed to the Registrar High Court of A.P.
 3. From the District Collector, Anantapur, Lr.Rc.No.2674/99 (A3), dt.4.5.1999.

The attention of the District Collector, Anantapur is invited to his letter third cited and he is informed that in the letter second cited, Government have accepted the proposal of High Court of Andhra Pradesh for nominating the Committees by High Court of Andhra Pradesh, as proposed at the District and State Level duly associating the Medical experts on those District and State Level Committees in respect of the cases of the Judicial Employees who are seeking retirement on Medical Invalidation and consequential compassionate appointments to their dependents. Therefore, the Committee constituted in the G.O.first cited need not entertain the cases of Judicial Employees seeking permission to retire on Medical Invalidation and consequential benefits of compassionate appointments.

**N.V.H. SASTRY
Secretary to Government (Services)**

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

Memo.No.36299/Ser-A/99-1

Dated 25-06-1999

Sub:- Public Services - Subordinate services - compassionate appointment of dependents of the Government employees who retire on Medical Invalidation – Regarding.

- Ref:-**
1. G.O.Ms.No.309, G.A. (Ser-A) Dept., dt: 4-7-1985
 2. G.O.Ms.No.214, G.A. (Ser-A) Dept., dt: 9-6-1998
 3. G.O.Ms.No.570, G.A. (Ser-A) Dept., dt: 17-12-1998.

In the G.O. second cited orders have been issued that the benefit of compassionate appointments should be confined to the cases where the Government servants retire on Medical Invalidation five (5) years before they attain the age of superannuation irrespective of the age of superannuation prescribed for the posts and services.

2. In the G.Os. 2nd and 3rd cited orders have been issued prescribing suitable safeguards and procedures duly constituting the Medical Teams (Medical Boards). District Level Committee of Officers and State Level Committee of Officers to prevent any misuse of the scheme of the compassionate appointments to the dependents of Government employees who retire on Medical Invalidation.

3. The State Level Committee of Officers during their meeting on 19.4.1999 under the Chairmanship of Special Chief Secretary to Government and Chairman, Commissionerate of Inquiries, General Administration Departments, while scrutinizing the proposals relating to retirement on Medical Invalidation and consequential proposals for compassionate appointments to the dependents of Government employees of Heads of Departments/ Secretariat Departments have observed during consideration of the cases that by the time the Committee consider these cases, the individuals in certain cases are not having five (5) years of service before they attain the age of superannuation, as on the date of retirements on Medical Invalidation, if considered and orders. The State Level Committee has

therefore deferred consideration of such cases pending clarification as to the date from which five (5) years of service is to be reckoned i.e., from the date of issue of medical certificate or from the date of issue of retirement orders.

4. It is hereby clarified that the benefit of compassionate appointment will be applicable only to those Government employees who retire on Medical Invalidation five (5) years before they attain the age of superannuation. Therefore the required period of 5 years of left over service is to be reckoned from the date of issue of orders of retirement on Medical Invalidation. It is further clarified that in cases where the Government employees do not have five (5) years of service before the employees attain the age of superannuation at the time of considering such cases by the State Level Committee or District Level Committees, the respective Committees after scrutiny of Medical Invalidation certificates in those cases may recommend only for retirement of such Government employees on Medical Invalidation as per the certificate issued by the Medical Board.

N.V.H. SASTRY
Secretary to Government (Services)

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

Memo.No.8421/Ser-A/99-7

Dated 27-07-1999

Sub:- Public Services - Subordinate services - compassionate appointment of dependents of the deceased Government employees as well as Government employees who retire on Medical Invalidation – - Further – Instructions – Issued - Regarding.

- Ref:-**
1. G.O.Ms.No.687, G.A. (Ser-A) Dept., dt: 3-10-1977
 2. Govt. Memo No.618/Ser-A/78-11, dt: 17-12-1979.
 3. G.O.Ms.No.504, G.A. (Ser-A) Dept., dt: 30-7-1980.

In the G.O. first cited orders were issued for providing permanent relief to the deserving bereaved members of the family of the deceased Government servants by providing a job to the spouse of the dependent children of Government Servants who die in harness while in service, subject to the conditions mentioned therein. In the Memo second cited, certain clarifications were issued in regard to the scope of the orders issued in the G.O.first cited. In the G.O. third cited while issuing orders for appointments of spouse/son/daughter of a Government employee who retires on medical invalidation subject to the conditions specified therein, it was also ordered therein that the clarifications issued in the Memo second cited shall also apply to the cases of compassionate appointments on Medical Invalidation to the extent necessary to the context of those orders.

2. It has been clarified, among other things, in item (3) of the Government Memo. second cited that the person seeking employment can declare that no other member in the family is earning and in case, the declaration is found defective at a latter date, his/her service liable to be terminated besides any other action that would be taken under law.

3. Government further direct that in cases of compassionate appointments to the dependents of deceased government employees who die in harness while in service as well as to the dependents of Government Employees who retire on Medical

Invalidation, the appointment orders must be issued only after the appointing authority makes an enquiry and comes to the conclusion that there is no earning member in the family other than the applicant and that he appends a certificate accordingly in the appointment order.

N.V.H. SASTRY
Secretary to Government (Services)

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

Memo.No.46187/Ser-A/99-3

Dated 06-09-1999

Sub:- Public Services - Subordinate services - compassionate appointment of dependents of the Government employees who retire on Medical Invalidation – Regarding.

- Ref:-**
1. G.O.Ms.No.214, G.A. (Ser-A) Dept., dt: 9-6-1998
 2. G.O.Ms.No.570, G.A. (Ser-A) Dept., dt: 17-12-1998.
 3. Govt. Memo No.31461/Ser-A/99-1, G.A.D., dt: 31-05-1999

In the G.Os. cited orders have been issued prescribing suitable safeguards and procedures duly constituting the Medical Teams (Medical Boards), District Level Committee of Officers and State Level Committee of Officers to prevent any misuse of the scheme of the compassionate appointments to the dependents of Government employees who retire on Medical Invalidation.

2. Among other things, in para 5(1) of the G.O.first cited while constituting Medical Teams (Medical Boards) for issuing Medical Reports/ Certificates to the Government employees who are seeking retirement on Medical Invalidation. It has been ordered therein that among the Medical Teams (Medical Boards) one shall be a specialist in the disease/ illness with which the employee is suffering from and seeking Medical Invalidation and in case of a lady employee seeking medical invalidation there shall be a lady Civil Surgeon in the Medical Board.

3. In the Government Memo. third cited the Director of Medical Education and the Commissioner of Andhra Pradesh Vaidhya Vidhana Parishad are requested to issue suitable instructions to the Superintendents of Teaching Hospitals and to the District Co-ordinators of the Hospitals in the District Head Quarters respectively, for inclusion of a specialist in the disease/illness with which the employee is suffering from and seeking Medical Invalidation and in case of a lady employee to include a lady Civil Surgeon in the Medical Teams (Medical Boards) in accordance with the orders issued in the G.O. first cited in order to ensure that in future Medical examinations result in proper evaluations.

4. The State Level Committee of Officers during their meeting on 07.08.1999 under the Chairmanship of Special Chief Secretary to Government and Chairman, Commissionerate of Inquiries General Administration Department, while scrutinising the proposals relating to retirement on Medical Invalidation and consequential proposals for compassionate appointments to the dependents of certain Government employees of Heads of Departments have observed during consideration of the cases that the name designation and specialisation of the Civil Surgeons who have issued the Medical Invalidation Certificates are not being indicated in the Medical

Invalidation Certificates. Therefore it is very difficult to identify as to wherever the Medical Boards consist of the Specialists in the disease/illness with which the employees suffering from and seeking medical invalidation. Therefore the State Level Committee of Officers recommended for issue of suitable instructions in this regard.

5. The Director of Medical Education and the Commissioner of Andhra Pradesh Vaidhya Vidhana Parishad are therefore requested to issue suitable instructions to the Superintendents of Teaching Hospitals and to the District Co-ordinators of the Hospitals in the District Head quarters respectively to ensure that the name (in Block letters), designation and specialisation of the Members of the Medical Board, who are issuing the Medical invalidation certificates, be indicated specifically in the Medical Invalidation Certificates.

**N.V.H. SASTRY,
SECRETARY TO GOVERNMENT (SER.)**

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

Circular Memo. No.54016/Ser.A/99-1

dated 06-10-1999

Sub: Public Services - Compassionate appointment of Spouse of the Government employee who retired on medical invalidation - Observation of upper age limit - Certain clarification - Issued.

Ref: 1. G.O.Ms.No.687, Genl.Admn. (Ser.A) Dept., dt.3-10-1977.
2. Govt. Memo.No.618/Ser.A/78-11, G.A.D., dt.17-12-1979.
3. G.O.Ms.No.504, Genl.Admn. (Ser.A) Dept., dt.30-7-1980.
4. Govt. Memo.No.1094/Ser.A/92-1, G.A.D., dt.23-12-1992.

* * *

In item (16) of Government Memo 2nd cited, it was clarified among other things, that if the eligible children of the deceased Government servant are minors, his/her spouse may seek employment under the scheme and in such cases, no upper age limit need be prescribed. Subsequently it has been further clarified in Government Memo 4th cited that the spouse of the deceased employee be appointed initially on temporary basis and if such appointment requires relaxation of age, necessary proposals shall be sent to the administrative department concerned in Government for relaxation of the age rule.

2. In G.O. 3rd cited, orders have been issued for appointment of son/daughter/spouse of a Government employee, who retires on medical invalidation subject to the conditions specified therein, as also in various orders issued on the scheme from time to time. In para (4) of the aforesaid G.O. it has been ordered that the clarifications issued in Memo 2nd cited shall also apply to the case of compassionate appointment under this G.O. to the extent necessary to those orders.

3. However, cases are being referred to Government seeking clarifications on the upper age relaxation in case of spouse of the Government employee who retires on medical invalidation for providing compassionate appointments.

4. It is clarified that upper age limit concession is allowed in case of compassionate appointment in respect of spouse of a Government employee, who retires on medical invalidation subject to the condition that one should have completed 18 years of age and should not have completed the age of superannuation as per rules as on the date of such application. As such, in case of appointments to the post of Junior Assistant or equivalent post etc., the spouse of the Government employee who retires on medical invalidation may be appointed initially on temporary basis by the appointing authority and if such an appointment requires relaxation of age, necessary proposals shall be sent to the concerned administrative department in Government for taking further action for relaxation of the upper age rule. However in case of Compassionate appointments to the posts carrying the scale of pay less than that of Junior Assistant, the Heads of Departments, concerned are competent under rule 32 of A.P. State and sub-ordinate

Service Rules 1996 for such upper age relaxation in respect of spouse of the Government employee who retires on Medical Invalidation.

**N.V.H. SASTRY,
SECRETARY TO GOVERNMENT (SER.)**

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

Memo.No.68216/Ser-A/99-1

Dated 15-12-1999

Sub:- Public Services - Subordinate services - compassionate appointment of Son/Daughter spouse of the Govt. employees who retire on Medical Invalidation - Further Instructions - Regarding.

- Ref:-**
1. G.O.Ms.No.214, G.A. (Ser-A) Dept., dt: 9-6-1998
 2. G.O.Ms.No.570, G.A. (Ser-A) Dept., dt: 17-12-1998.
 3. Govt. Memo. No.4241/Ser-A/99-1, Dt. 28-1-1999.

In the G.O. second cited orders have been issued amending the G.O. first cited to the effect that the Deputy Secretary/ Joint Secretary/ Additional Secretary to Government of General Administration (Services) Department, shall be the member/ Convenor of the State Level Committee of Officers and the proposals in respect of the cases of Government employees of Heads of Departments/Secretariat Departments shall be placed before the State Level Committee of Officers through General Administration (Services) Department in Secretariat based on the recommendations of the Medical Board.

2. In the Government Memo. third cited a proforma has been prescribed to Heads of Departments and Departments of Secretariat for submitting the proposals of retirement on Medical Invalidation as well as consequential proposals of compassionate appointments on medical invalidation in respect of the cases of Heads of Departments and Departments of Secretariat for placing before State Level Committee for their consideration. The proforma prescribed in the Govt. Memo. third cited has been reviewed and a revised proforma is enclosed..

3. All the Heads of Departments are therefore requested to send the proposals in respect of their employees relating to retirement on Medical Invalidation and consequential proposals for compassionate appointments to their dependents along with their recommendations, in the proforma enclosed to this Department through their respective administration departments in Secretariat for placing before the State Level Committee of officers for their considerations and recommendations.

4. All the Department of Secretariat are also requested to send the proposals if any, respect of the employees of Secretariat departments in the proforma enclosed for placing before the State Level Committee of officers for their consideration and recommendations.

N.V.H. SASTRY
Secretary to government (Services)

PROFORMA TO BE FILLED UP FOR MEDICAL INVALIDATON CASES

1. Name of the retiring employees :
2. Date of the Birth :
3. Designation :
4. Date of Superannuation :
5. Name of the Medical Board by which the Medical Invalidation Certificate was issued and the date on which the said certificate was issued. :
6. Whether the certificate is issued in accordance with the orders issued in G.O.Ms.No.214, G.A. (Ser-A) Dept. dated 09-06-1998 read with Govt. Memo No. 31481/Ser.A /99-1, dt. 31-5-99 and Govt. Memo.No.31461/Ser.A/99-3 dt. 6-9-99. :
7. Whether the employee has already been retired on Medical Invalidation, if so, the date on which he was retired and the service left to attain the age of Superannuation as on that date. :
8. Whether the employee is having 5 years of service for attaining the age of Superannuation as on the date of retiring on Medical Invalidation. :
9. If the employee is still in service what is the service left to attain the age of Superannuation. :
10. Whether the proposal fulfills the conditions laid down in G.O.Ms.No.504 G.A. (Ser.A) Dept, dated 30-07-80 and G.O.Ms.No.309, G.A. (Ser.A) Dept., dated:04-07-1985, if so,
 - (a) whether the conditions of the family is indigent and an great distress.
 - (b) Whether the appointing authority made an enquiry and came to the conclusion that the family of the government servant being retired on medical grounds has no other means of subsistence/support except by government giving employment to the dependant as proposed. :
 - (c) Relationship of the applicant for compassionate appointment with the retiring person. :
 - (d) whether the application was submitted with in a period of one year from the date of retirement of Government servant. :

11. Date of birth and Age of the applicant who :
applied for Compassionate appointment.
12. Qualifications of the applicant who applied :
for Compassionate appointment.
13. Post to which the applicant is eligible (jr. :
Asst. or equivalent post or any other lower
post)
14. Whether vacancy is available to appoint the :
applicant in the Office.

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

G.O.Note.No.59912/Ser-A/98-5

Dated 25-01-2000

Sub:- P.S. compassionate appointments of Son/Daughter spouse of the Government employee who retired on Medical Invalidation - Particulars called for - Reg.

Ref:- 1. Govt. Memo.No.59912,/ (Ser-A)/98-4, dated:21-01-2000.

The attention of all the Departments of Secretariat invited to the Government Memo. cited and they are requested to obtain information on the following points that were mentioned in the memo cited, in respect of the Offices of the Heads of Departments under their administrative control and furnish the consolidated information along with the information of their Department in Secretariat by 29-01-2000 positively.

- (a) The number of cases of compassionate appointments to the dependents of Government employees who retired on Medical Invalidation that are pending on or before 31-07-1996 for want of vacancies.
- (b) The number of cases of compassionate appointments on Medical Invalidation that are pending during the period from 01-08-96 to 09-06-1998 for want of vacancies in those Departments.
- (c) The number of cases of Government employees who were actually having (5) years left over service as on the date of issue of Medical Invalidation certificate but subsequently do not have (5) years of services on the date of considering the case by the State Level Committee.

2. All the Heads of Departments are requested to furnish the information called for in the Government Memo. cited to their respective administrative departments in Secretariat in order to enable their administrative department in Secretariat to furnish consolidated report to General Administration Department.

**N.V.H. SASTRY
Secretary to government (Services)**

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Service -Subordinate Services - Compassionate Appointment of Son / Daughter/Spouse of the Government Employees who Retire on Medical Invalidation scheme Dispensed with - Orders - Issued

GENERAL ADMINISTRATION (SER-A) DEPARTMENT

G.O.Ms.No.202

Dated:27-04-2002

Read the following:-

1. G.O.Ms.No.504, G.A. (Ser-A) Deptt., dt. 30-07-1980
2. G.O.Ms.No.309, G.A. (Ser-A) Deptt., dt. 04-07-1985
3. G.O.Ms.No.214, G.A. (Ser-A) Deptt., dt. 09-06-1998.

ORDER:

Whereas in the G.Os, first, second and third read above Government issued orders for appointment of a son/daughter/spouse of the Government Employees who retire from service on Medical Invalidation under article 441 of the Andhra Pradesh Pension Code (Volume-I) subject to certain conditions specified therein, including a restriction that this benefit would be applicable to only those Government Employees who retire on medical invalidation (five) years before the employees attain the age of Superannuation.

2. And whereas the High Court of Andhra Pradesh in W.P.No.13489/2000 and batch, in its judgement dated 12-10-2001, held that the scheme of compassionate appointment to dependents of Government employees who retire on medical invalidation is unconstitutional and violative of Article 16 of Constitution of India.

3. And whereas, after careful examination of this Judgement of the High Court of Andhra Pradesh, the Government have decided to dispense with the scheme of

Compassionate appointment to dependents of Government Employees who retire on Medical Invalidation as the same is violative of the Article 16 of constitution of India.

4. Accordingly, the orders issued in the G.Os. first, second and third read above are hereby cancelled. Consequently, the orders / instructions issued from time to time on the scheme of compassionate appointment to dependents of Government Employees who retire on Medical Invalidation, shall be deemed to have been cancelled.

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

P.V. RAO,
Chief Secretary to Government

To
The All Departments of Secretariat.
The All Heads of Departments.
All District Collectors.
All District Judges.
All Chief Executive Officers, Zilla Praja Parishad, Andhara Pradesh.
The Principals of All Medical Colleges in Andhra Pradesh.
All the Superintendents of Government General Hospital,
Visakhapatnam/Kakinada/Guntur/Warangal/Tirupati/Kurool/Osmania General
Hospital, Andhra Pradesh, Hyderabad/Gandhi General Hospital, Secunderabad.
All District Co-ordinators of Hospitals/District Head Quarters Hospitals.
Copy to:
The Health Medical & Family Welfare Department.
The Finance Department.
The General Administration (Cabinet) Department.
The Law (e) Department
The Director of Medical Education, Andhra Pradesh, Hyderabad.
SF/SC

(FORWARDED BY ORDER)

SECTION OFFICER

**GOVERNMENT OF ANDHRA PRADESH
ABSTRACT**

Public Services-Subordinate Service -Compassionate Appointment of Son/Daughter/
Spouse of the Government Employees who retire on Medical Invalidation Scheme
Dispensed with Further - Orders - Issued.

GENERAL ADMINISTRATION (SER.A) DEPARTMENT

G.O.Ms.No.203

**Dated: 27-04-2002
Read the following:**

1. G.O.Ms.No.504, G.A. (Ser-A) Dept., dt.30-07-1980.
2. G.O.Ms.No.309, G.A. (Ser.A) Dept., dt.04-07-1985.
3. G.O.Ms.No.214, G.A. (Ser.A) Dept., dt.09-06-1998.
4. G.O.Ms.No.202, G.A. (Ser-A) Dept., dt.27-04-2002.

* * *

ORDER:

In the G.O. fourth read above, orders were issued canceling the Scheme of Compassionate appointment to the dependent of Government Employees who retire on Medical Invalidation, as a consequence to the judgement dated 12-10-2001 of the High Court of Andhra Pradesh in W.P.No.13489/2000 and batch.

2. The following further orders are issued in this regard:-
 - (i) The scheme of Compassionate appointment to the dependents of Government Employees who retire on Medical Invalidation is in force since a long time. The appointments already so far made shall be allowed to stand as it is.
 - (ii) Appointments Not so far made shall be stopped while allowing the retirement on Medical Invalidation treating such retirement as if made under rule 37 of the Andhra Pradesh Revised Pension Rules, 1980;
 - (iii) Pursuant to agreement entered into with the employees Associations on 23rd April, 2001 on liberalisation of the Medical Invalidation Scheme, certain relaxations were made to consider Compassionate appointments. By this time, if any appointments were made, they may be continued.
 - (iv) Pursuant to the agreement with the Joint Action Committee of employees on 24th March, 2002 on Medical Invalidation Scheme, in respect of the cases where the employees have taken retirement on Medical Invalidation, but appointments were not made to the dependents due to Administrative delay by 12th October, 2001 i.e. the date of the Judgement of the High Court of Andhra Pradesh, wherein the Scheme of Compassionate appointment in Medical Invalidation cases is held un-constitutional, the legality of providing employment

under Medical Invalidation Scheme will be examined separately and orders thereon will be issued separately.

- (v) The Finance Department who are Administratively concerned with the Andhra Pradesh Revised Pension Rules, 1980 will amend the rule 37 of Andhra Pradesh Revised Pension Rules, 1980, which was issued earlier in G.O.Ms.No.35, Finance & Planning (Fin.Pen.I) Department, dated 10-04-2000, suitably in due course.
- (vi) Any cases of retirement on medical invalidation, henceforth, shall be dealt under the relevant provisions of Andhra Pradesh Revised Pension Rules, 1980 only.

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

**P.V.RAO,
CHIEF SECRETARY TO GOVERNMENT.**

To

The All Departments of Secretariat.

The All Heads of Departments.

All District Collectors.

All District Judges.

All Chief Executive Officers, Zilla Praja Parishad, Andhara Pradesh.

The Principals of All Medical Colleges in Andhra Pradesh.

All the Superintendents of Government General Hospital,
Visakhapatnam/Kakinada/Guntur/Warangal/Tirupati/Kurool/Osmania General
Hospital, Andhra Pradesh, Hyderabad/Gandhi General Hospital, Secunderabad.

All District Co-ordinators of Hospitals/District Head Quarters Hospitals.

Copy to:

The Health Medical & Family Welfare Department.

The Finance Department.

The General Administration (Cabinet) Department.

The Law (e) Department

The Director of Medical Education, Andhra Pradesh, Hyderabad.

SF/SC

(FORWARDED BY ORDER)

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Subordinate Services - Scheme of Compassionate Appointment to the dependents of deceased Government Employees who die in harness - Conditional appointments to the candidates who do not possess minimum Educational/Typewriting qualifications to hold the posts of Typist-cum-Assistants and Typists - Further Orders - Issued.

GENERAL ADMINISTRATION (Ser.A) DEPARTMENT

G.O.Ms.No.87

Date : 23-3-1998

Read the following:-

1. G.O.Ms.No.612, Genl. Admn. (Ser.A) Dept., dated 30-10-1991.
2. G.O.Ms.No.577, Genl. Admn. (Ser.A) Dept., dated 29-10-1993.
3. G.O.Ms.No.76, Genl. Admn. (Ser.A) Dept., dated 15-3-1995.
4. G.O.Ms.No.969, Genl. Admn. (Ser.A) Dept., dated 27-10-1995.

* * *

ORDER :-

In para 2 (vii) of the G.O. first read above, it has been ordered that where Typewriting is an essential qualification to a post of the candidates who do not possess the qualifications may be considered for appointment to such categories of posts under the scheme of compassionate appointments, subject to the condition that they should acquire such qualification within two years after such appointment. It was also ordered in para 2 (viii) of the said G.O. that the minimum qualification required to hold the post of Junior Assistant in Heads of Departments/Directorates is a Degree and in Subordinate offices Intermediate and the candidates for compassionate appointment who do not possess the said qualifications can be considered for appointment, if they possess at least Intermediate/Tenth Class qualifications respectively by giving reasonable time to acquire higher qualification prescribed under rules to hold such post.

2. Subsequently in G.Os, second and third read above, Government

have directed that a maximum, period of (3) three years to acquire Intermediate qualification and (5) five years to acquire Degree qualification be allowed in respect of candidates appointed on compassionate grounds to the posts of Junior Assistants in Subordinate Offices and Heads of Departments and Secretariat as the case may be.

3. The Government had an occasion to review these orders and decided to bring more clarity and issue specific guidelines in such a way that the work in the offices of Secretariat Heads of Departments and District Subordinate Offices does not suffer while making conditional appointments to the dependents of deceased Government Employees to the posts of Typist-cum-Assistants and Typists in these offices. Accordingly the following orders are issued.

- (a) The dependent of deceased Government employee can be considered for conditional appointment as Typist-cum-Assistant in Secretariat Departments under the scheme of compassionate appointments with a condition to acquire the requisite typewriting qualification and educational qualification prescribed for the post within the stipulated period specified in the G.Os first and second read above provided the dependent possess atleast Intermediate and also typewriting qualification in lower grade in Telugu and English.
- (b) A dependent of the deceased Government Employee who possesses Typewriting Higher in Telugu and pass in Intermediate but does not possess the degree qualification may be considered for conditional appointment as Typist-cum-Assistant in Secretariat Departments on compassionate grounds subject to the condition that he/she should acquire the Degree qualification within a period of five years as stipulated in G.O. second read above.
- (c) Similarly a dependent of the deceased Government employee who possesses Typewriting Higher in English and pass in

Intermediate but does not possess typewriting higher in Telugu and Degree may be considered for conditional appointment as Typist-cum-Assistant in Secretariat Department on compassionate grounds, subject to the condition that he/she should acquire typewriting higher in Telugu within two years and Degree within five years, as stipulated in G.Os first and second read above.

- (d) Further, the dependent of the deceased Government employee who possesses a Degree qualification and typewriting Higher or Lower in English or Typewriting Lower in Telugu, may be considered for conditional appointment as Typist-cum-Assistant in Secretariat Departments on compassionate grounds, subject to the condition that he/she shall acquire typewriting Higher in Telugu within two years as stipulated in G.O. first read above.
- (e) If the dependents of deceased A.P. Secretariat employees possess a Degree qualification only but do not possess either typewriting higher or lower in English or typewriting Lower in Telugu shall not be considered for conditional appointment as Typist-cum-Assistant in Secretariat Departments but they may be considered for appointment as Jr. Assistant in Heads of Departments through the Nodal agency viz., General Administration (IC) Department.
- (f) The dependent of the deceased Government employee can be considered for conditional appointment as Typist in the offices of Heads of Departments and District Subordinate Offices under the scheme of compassionate appointments with a condition to acquire the requisite educational qualification and typewriting qualification prescribed for the post within the stipulated period specified in G.Os first and second read above, provided the dependent possess atleast Tenth Class qualification and also typewriting qualification in

lower grade in Telugu or English.

- (g) Similarly a dependent of the deceased Government employee who possesses typewriting Higher or Lower in English or Typewriting Lower in Telugu and pass in Intermediate, but does not possess typewriting Higher in Telugu may be considered for conditional appointment as Typist in the Offices of Heads of Departments and District Sub-ordinate Offices on compassionate grounds subject to the condition that he/she shall acquire the qualification of typewriting higher in Telugu within the prescribed period stipulated in G.O. first read above.

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

**N.V.H. SASTRY
SECRETARY TO GOVERNMENT**

To

All Departments of Secretariat.

All Heads of Departments.

All District Collectors.

All District Judges

All Chief Executive Officers, Zilla Parishads

All District Employment Officers.

Copy to:-

The Pay and Account Officer, Hyderabad.

Genl. Admn. (SU.III)/(IC) Department

Genl. Admn. (OP.IV) Department.

All Service Sections in Genl. Admn. Department.

The Law (Scrutiny Cell) Department.

SF/SC.

// Forwarded By Order //

SECTION OFFICER

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 HARNESS 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.

// Forwarded by order //

SECTION OFFICER

**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.

// Forwarded by order //

SECTION OFFICER

**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.

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**

Memo.No.2953/Ser.G/2007-1,

Dated:1-08-2007.

Sub:- **Compassionate appointment** - Allegations of corruption and misuse of powers while making compassionate appointments to the dependents of deceased Government employees - Instructions - Reiterated.

Ref:- 1) G.O.Ms.No.687, G.A.(Ser.A) Dept., dated 3.10.1977.
2) Govt. Memo.No.618/Ser.A/78-11, dated 17.12.1979.
3) Govt.Memo.No.535/Ser.A/91-1, dated 31.7.1991.
4) G.O.Ms.No.400, G.A.(Ser.A) Department read with Cir. Memo. NO.88699/Ser.G/2006, dated 7.12.2006.

* * *

Government have introduced the scheme of compassionate appointment, with a view to provide permanent relief to the deserving bereaved members of the family of the deceased Government employees, vide G.O.Ms.No.687, G.A.(Ser.A) Department, dated 3.10.1977. The main objective in having the scheme is to see that the family of the deceased Government servant is not thrown out on the streets, immediately after his death. The compassionate appointments would not be made as a matter of right.

2. Instructions have already been issued vide Memo. No.618/Ser.A/78-11, dated 17.12.1979 that if 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 that would be taken under the Law. And according to the instructions issued in Memo.No.535/Ser.A/91-1, dated 31.7.1991, it is for the appointing authority/ the District Collector to declare whether the family or dependents of the deceased employees are able to secure livelihood based on various sources of income and properties available with the Government deceased employee's family and to consider the applications for appointment on merits of each case.

3. Further, according to orders issued in G.O.Ms.No.400, G.A.(Ser.A) Department, dated 12.9.96 read with Circular Memo.No.88699/Ser.G/2006, dated 7.12.2006, no application for relaxation of any of the conditions stipulated under the scheme shall be accepted by the Government as a matter of policy.

4. In spite of detailed instructions issued on the subject, certain irregularities in compassionate appointments have come to the notice of the Government. It has been decided to reiterate the said instructions. Accordingly while reiterating

the instructions issued in the references cited, the Departments of Secretariat, Heads of Departments and Collectors are requested to strictly follow the said instructions and to ensure that all the appointing authorities follow them scrupulously.

**DR. P.KRISHNAIAH,
SECRETARY TO GOVERNMENT (SER).**

To

All the Departments of Secretariat.

All the Heads of the Departments.

All District Collectors.

Copy to:

P.S.to Secretary (Services)

P.A. to Addl.Secy.(ser)

SF/SC.

//Forwarded : By Order//

SECTION OFFICER

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

Memo.No.23327/Ser.G/2007-2,

Dated:19-09-2007.

Sub:- Compassionate appointments - Warangal District -
Compassionate appointment to Married son - Clarification -
Issued.

Ref:- From the District Collector, Warangal, Lr.Rc.No.A7/ 7596/ 2006,
Dated: 19.4.2007 & 1.6.2007.

The attention of the Collector, Warangal is invited to the reference cited and hereby clarified that the married son who is the legal heir of the deceased Government servant may be considered for the compassionate appointment, there being no other earning member in the family as per G.O.Ms.No.687, G.A. (Ser.A) Department, dated 3.10.1977, provided he is dependent on the deceased Government employee and subject to satisfying, the other conditions and instructions issued or the scheme from time to time.

**DR. P.KRISHNAIAH,
SECRETARY TO GOVERNMENT (SER).**

To
The Collector,
Warangal district.

Copy to:
All Departments in Secretariat,
All Heads of Departments
All District Collectors
SF/SC.

//Forwarded : By Order//

SECTION OFFICER

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.)

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.

//Forwarded : By Order//

SECTION OFFICER

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 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.

//Forwarded : By Order//

SECTION OFFICER

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

Memo. No. 42502/Ser. G/2006-3,

Dated : 13-10-2007.

Sub: P.S. - Scheme of compassionate appointments to the dependents of the deceased State Govt. employees - Delays in processing cases - Avoidance - Further Instructions - Issued.

Ref: 1. G.O.Ms.No.427,GA (Ser.A) Department, dt:1.7.1991.
2. G.O.Ms.No.533, GA (Ser.A) Department, dt: 5.9.1991.

* * *

In the G.O first cited, Government issued orders, as the nodal authority the District Collector will monitor all compassionate appointment cases and empowering for creation of five (5) supernumerary posts in a financial year, when there are no vacancies in any of the departments in the concerned districts for providing compassionate appointments to the dependents of deceased Government employees. It was also instructed therein that in case of necessity for creation of supernumerary posts over and above five (5) in a financial year, the Collector of the concerned district shall approach the Government in the concerned administrative department for creation of vacancies indicating the number of applications pending in various departments.

2. In the G.O. second cited, instructions were issued to all the Heads of Department in the twin cities of Hyderabad and Secunderabad refer the compassionate appointment cases to G.A (IC) Department for allotment of eligible candidates and for creation of supernumerary posts.

3. It has been brought to the notice of the Government by Service Associations, there are delays in giving compassionate appointments causing severe distress to the aggrieved families and the Service Associations have requested for speedy compassionate appointments at district level when vacancies are not available in parent department.

4. The District Collectors/HODs are requested to ensure that these cases are given top priority and appointments are made as quickly as possible. They are also requested to adhere to the rules and guidelines framed in the matter by the Government while processing the appointments under compassionate grounds.

**DR. P.KRISHNAIAH,
SECRETARY TO GOVERNMENT (SER).**

To

All District Collector s in the State.

All Heads of Departments in the State.

Copy to:

All Departments of Secretariat.

G.A (Service Welfare.II) Department

(w.r.to D.O.Lr.No.148727/SW .II-A 1/2005-21, dt: 11.9.2007)

P.S. to Secretary (Ser)

SF/SCs

//Forwarded : By Order//

SECTION OFFICER

**GOVERNMENT OF ANDHRA PRADESH
ABSTRACT**

Public Services - Compassionate Appointments - Appointment to the post of Panchayat Secretary on contract basis to the dependents of Government Employees who retired on Medical Invalidation with the left over service of 5 years from the date of Issue of Medical Invalidation Certificate - Orders - Issued.

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

G.O.Ms.No.251

Dated : 28-8-2004.

Read the following:-

1. G.O.Ms.No.504, G.A.(Ser.A) Department, dated 30.7.1980.
2. G.O.Ms.No.309, G.A.(Ser.A) Department, dated 4.7.1985.
3. G.O.Ms.No.202, G.A.(Ser.A) Department, dated 27.4.2002.
4. G.O.Ms.No.203, G.A.(Ser.A) Department, dated 27.4.2002.
5. G.O.Ms.No.305, G.A.(Ser.A) Department, dated 17.7.2002.
6. G.O.Ms.No. 44, G.A.(Ser.A) Department, dated 17.2.2003.

In G.Os 1st and 2nd read above, orders were issued that the benefit of compassionate appointments should hereafter be confined to the cases where Government servants retire on medical grounds five (5) years before attaining the age of superannuation irrespective of the age of superannuation prescribed for the posts and services.

2. In G.Os 3rd, 4th and 5th read above, orders were issued dispensing with the Scheme of compassionate appointment to the dependents of Government employees who retired on medical invalidation, consequent to the judgement dated 12.10.2001 in W.P.No.13489/2000 and batch of High Court of Andhra Pradesh wherein it is held that the scheme is unconstitutional and violative of Article 16 of Constitution of India.

3. In the G.O. 6th read above, orders were issued for appointment to the post of Panchayat Secretary to the dependants of Government employees who retired from service on medical invalidation before 27.4.2002.

4. Several representations were received from the Government employees who retired on medical invalidation, Joint Action Committee for Employees, Teachers and Workers, Andhra Pradesh, the members of the Legislative Assembly and also references from the District Collectors requesting to consider the compassionate appointment to the dependents of State Government employees retired on Medical Invalidation duly reckoning the left over service from the date of issue of medical invalidation certificate instead of reckoning the date of left over service of 5 years from the date of receipt of the proposal by the District Collector to place before the District Level Committee.

5. Government after careful consideration hereby direct that the dependents of Government employees who retired from service on Medical Invalidation and whose cases could not be considered by 27-4-2002 be considered for appointment to the post of Panchayat Secretary on contract basis in terms of the orders issued in the G.O. 6th read above, taking into consideration the left

over service of 5 years from the date of issue of Medical Invalidation Certificate. The District Collectors are requested to place the proposal before the District level Committee of Officers constituted in G.O.Ms.No.214, G.A (Ser.A) Department dated:9-6-1998 to consider the appointments to the post of Panchayat Secretary on contract basis.

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

**SATISH CHANDRA,
SECRETARY TO GOVERNMENT (SER).**

To

The P.R&R.D. Department.
All Departments of Secretariat.
All Heads of Departments.
All District Collectors.
All Chief Executive Officers,
Zilla Praja Parishad,
Andhra Pradesh.

Copy to :

The Finance Department.
The law(E) Department.
Sf/Sc

//Forwarded : By Order//

SECTION OFFICER

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

Cir.Memo. No. 155498/Ser.G/2004-1,

Dated : 27-11-2004.

Sub:- Compassionate Appointments to the dependents of deceased Government employees to the posts of Watchman and Chowkidars etc., in category (3) in A.P.Last Grade Service Rules – Instructions-Issued.

Ref:- 1.G.O.Ms.No.687, G.A.(Ser.A) Department, dated: 3-10-1977.
2.Govt.Memo.No.618/Ser.A/78-11,G.A.(Ser.A) Dept., dt:17-12-1979.
3.G.O.Ms.No.349, G.A.(Ser.A)Department, dated: 12~6-1984.
4.G.O.Ms.No.165, G.A.(Ser.A) Department dated: 20-3-1989.
5.G.O.Ms.No.565, G.A.(Ser.A) Department dated: 24-10-1992.

As per Annexure-I to rule 5 (a) of Andhra Pradesh Last Grade Service Rules, the following are the qualifications prescribed for the post of Watchman and other posts specified in category (3) under rule 2 of the said rules :

- (i) Must have passed Vth Class or its equivalent examination.
- (ii) Must be an Ex-Serviceman or must have been trained in Civil Defence or as a Home Guard.
- (iii) Must be able to ride a Bicycle.

2. In para 3(1) of G.O. 3rd cited, it has been directed that, the cases of appointment of dependents (spouse/son/un-married daughter) of the deceased Government employee to the posts included in the A.P.Last Grade Service involving relaxation of age, educational qualifications etc., as contemplated in Memo.No.2047/Ser.A/83-1 G.A.(Ser.A) Department, dated:12-10-1983 need not be referred to Government in future and the appointing authority has been authorised to make purely temporary appointments in the above cases and 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.

3. It has been brought to the notice of the Government that, in cases of Compassionate appointments to the dependents of deceased Government employees, the dependents are not being considered for appointment to the post of Chowkidars/Watchman and other posts specified in category (3) in rule (2) of A.P.Last Grade Services, due to the requirement of the qualification at item(ii) in para (2) above, viz., must be an Ex-Serviceman or must have been trained in Civil Defence or as a Home Guard, though orders were issued in G.O. third cited, to consider relaxation in respect of age, educational qualifications etc., in respect of compassionate appointments of the dependents of deceased Government employees to the posts in A.P.Last Grade Service.

4. All the Departments of Secretariat, all the Head of the Departments, all the District Collectors and all the Appointing Authorities are therefore, permitted

to consider the dependents of deceased Government employees who die in harness while in service, for appointment on compassionate grounds to the posts of Watchman/Chowkidars and other posts specified in category (3) in rule (2) of A.P.Last Grade Service Rules also wherever necessary though such dependents of deceased Government employees do not possess the qualification viz., "Must be an Ex-serviceman or must have been trained in Civil Defence or as a Home Guard" as prescribed at item (ii) under Column (3) for the said posts in the Annexure-I to Rule 5 (a) of the said rules, in terms of the orders issued at para 3(1) of G.O. 3rd cited.

5. They shall however provide Home guard training through the concerned District Superintendent of Police/Commissioner of Police of the respective Districts or civil defence training at Dr.Marri Chenna Reddy Human Resource Institute of Andhra Pradesh, Hyderabad, to the dependents of the deceased Government employees who are appointed on compassionate grounds to the post of Watchman/Chowkidar and other posts specified in the category (3) in rule 2 of A.P.Last Grade Service Rules immediately after their appointment.

6. The Director General, Dr.Marri Chenna Reddy Human Resource Development Institute of Andhra Pradesh, Hyderabad and all the Superintendents of Police/Commissioners of Police shall make necessary arrangements to impart Civil Defence and Disaster Management Training/Home Guard Training as the case may be to the dependents of deceased Government employees who are appointed on compassionate grounds to the post of Watchman/Chowkidar and other posts specified in the category (3) in rule (2) of A.P.Last Grade Service Rules, as and when such candidates are referred to them for training by the concerned Appointing Authorities.

SATISH CHANDRA,

SECRETARY TO GOVERNMENT (SER).

To

The Director General,
Dr.Marri Chenna Reddy HRD Institute of A.P., Hyderabad.
All the Departments of Secretariat.
All the Head of Departments.
All the District Collectors/District Superintendent of Police/
The Commissioner of Police, Visakhapatnam/Vijayawada/
Hyderabad/Cyberabad, Hyderabad.
SF/SC.

//Forwarded : By Order//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services - Compassionate Appointments – Ex-gratia in lieu of Compassionate Appointment to the dependents of deceased Government employees - Enhancement of ex-gratia amount - Orders - Issued.

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

G.O.Ms.No.166

Dated : 31-3-2005

Read the following:-

1. G.O.Ms.No.59, G.A.(Ser.A) Department, dated:5-2-1993.
2. From the A.P. Secretariat Employees Association representation dated:30-7-2003 .

* * *

In the G.O. first read above, orders were issued for payment of ex-gratia amount, 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 appointment is available. The children should be minors and the spouse or any other dependent does not avail compassionate appointment.

The A.P. Secretariat Employees Association in their representation second read above requested for enhancement of the amounts of ex-gratia being sanctioned is very meager.

The Government after careful consideration decided to enhance the ex-gratia amount as indicated below:

Class-IV Employees	-	Rs.40,000/-
Non-Gazetted Officers	-	Rs.60,000/-
Gazetted Officers	-	Rs.80,000/-

This orders issued with the concurrence of Finance (Pen.I) Department vide their U.O.No.8544/140/A2/Pen.I/2005, Dated:-30-3-2005.

**SATISH CHANDRA,
SECRETARY TO GOVERNMENT (SER).**

To
All Departments of Secretariat.
All Heads of Departments.
All District Collectors.

Copy to:

The Finance (Pen-I). Department.
The Accountant General, A.P. Hyderabad.
The Pay & Accounts Officer, A.P., Hyderabad.
The President, A.P. Secretariat Employees Association, Hyderabad.
SF/SC

//Forwarded : By Order//

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 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.

Copy to SF/Sc.

// forwarded by order //

SECTION OFFICER

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 (SER.G) DEPARTMENT

G.O.Ms.No.151

Dated: 22-6-2004

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 11.2.1997

* * *

ORDER :-

Under the scheme of compassionate appointment to the dependents of the deceased Government employees, the spouse/ son/ daughter may be considered for compassionate appointment to the post of Junior Assistant or to a post whose scale of pay is equal to Junior Assistant or to a lower post. Where the dependent is not fully qualified, he or she can be considered for compassionate appointment subject to acquiring qualification. As per the orders in force, the services of the person appointed on compassionate grounds shall be regularised 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 recruitment. The orders issued in the G.O. fourth read above are contrary to the above rule position. In several cases, the inter-se-seniority could not be finalised 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. fourth read above have been reviewed and it is decided to consider the regularisation 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 to G.O.Ms.No.60, G.A. (Ser.A) Department, dated:11-2-1997.

AMENDMENT

In the said G.O., in paragraph 5, for the words "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.**

To

All the Departments of Secretariat.

All Head of Departments.

All District Collectors.

All District Judges.

// forwarded by order //

SECTION OFFICER

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

Circular Memo No.46614/Ser.A/2005-1,

Dated:27-05-2005.

Sub:- Public Service - Method of appointment to various categories of posts - Appointments in accordance with special service Rules and implementation of the rule of reservation including for Local and Non local candidates - Maintenance of the registers indicating the roster points - Instructions - Issued.

* * *

The appointments to Public Service are made (a) By Direct recruitment (b) By promotion (c) By transfer and (d) On contract basis. The method of appointment is prescribed in the special service rules governing the posts. The appointment shall be strictly in accordance with the methods prescribed in the rules. In case of direct recruitment, the selections and recruitment should be through the respective recruiting agency. The minimum percentage earmarked for direct recruitment is 30% of the total cadre strength of the posts.

2. In making direct recruitment, the rule of reservation shall be followed as per the roster points indicated in rule 22 (2) (e) of A.P. State and Subordinate Service Rules. The recruitment should be as per the percentage prescribed for the local candidates in accordance with the Andhra Pradesh Public Employment, (Organisation of local cadres and regulation of direct recruitment) Order, 1975, also called the Presidential Order on Six Point Formula vide G.O. Ms.No.674, G.A.(SPF-A) Department, dated 20.10.1975. According to para-8 of the Presidential order, the reservation in the matter of direct recruitment shall be made as per the percentage prescribed for the local candidates. The percentage of reservation is as follows:-

- a) 80% of the posts to be filled by direct recruitment shall be reserved for the local candidates, in respect of the category of posts belonging to lower division clerk or equivalent category or lower than that of lower division clerk.

The remaining 20% of the posts shall be filled by open competition wherein the local and non local candidates can compete.

- b) 70% of the posts to be filled by direct recruitment shall be reserved for the local candidates in respect of the category of posts which are above the lower division clerk and all other non-gazetted category posts.

The remaining 30% of the posts should be filled by open competition wherein the local and non local candidates can compete.

- c) 60% of the posts to be filled by direct recruitment, in respect of the categories, Mandal Revenue Officers, Assistant Executive Engineers, Assistant Agricultural Officers, Motor Vehicle Inspectors and Inspector of Police, should be filled by the local candidates. The direct recruitment to the posts of Inspector of Police and Motor Vehicle Inspectors is dispensed with.

The remaining 40% of the posts should be filled by open competition wherein the local and non local candidates can compete.

3. In G.O.Ms.No.763, G.A.(SPF-A) Department, dated 15-11-75, G.O.Ms.No.8, G.A. (SPF-A) Department, dated 8-1-2002 and in G.O.Ms.No.124, G.A.(SPF-A) Department, dated 07-03-2002, instructions were issued about the procedure to be followed in making the selections for the recruitment to the local candidates and to the unreserved vacancies. "The unreserved vacancies" shall mean the over and above percentage of vacancies prescribed for the local candidates. This unreserved vacancies are open to the both local and non local candidates. In the unreserved vacancies, even the local candidates can also be selected. While making the selections as per the percentage prescribed for the local candidates and for the unreserved vacancies, the rule of reservation as per the roster points prescribed under rule 22 (2) (e) of A.P. State and Subordinate Service Rules shall be implemented. In making selections, the unreserved vacancies which are open to all (local and non local candidates) shall be finalized before making selections for the local candidates as per the prescribed percentage.

4. In making the direct recruitment the percentage prescribed in the Presidential Order (Six Point Formula) for the local candidates and for the unreserved (both Local and Non-local) vacancies, respective points shall be maintained. The **unreserved** vacancies to which both local and non-local candidates can compete shall be filled up first before making selections for the local candidates as per the percentage. A clear cut off line should be drawn between unreserved (both local and non-local) and the vacancies meant for local candidates. The recruitment should be strictly in accordance with percentage duly following the rule of reservation (as per rule 22 (2) (e) of A.P. State and Subordinate Service Rules). The un- filled unreserved (both local and non-local) vacancies and the vacancies for the local candidates as per the prescribed percentage shall be filled in the next recruitment. To illustrate for appointments to the post of Junior Assistants the roster points for unreserved and local candidates vacancies which is 20 : 80 as indicated in the Annexure, shall be followed. All Departments are already maintaining Registers, containing roster points for posts having some element of direct recruitment. In such Registers, the Departments should clearly mention against each roster point whether it is meant for unreserved or for locals only as illustrated in the Annexure. The Departments should also mention against each roster point, method of appointment. The Departments shall strictly adhere to provisions of Presidential Order while filling roster points meant for direct recruitment and that, each roster point meant for locals shall go to locals only.

5. The selection of candidates for the unreserved (both local and non-local candidates) and for local candidates should be strictly as per merit duly following rule of reservation. In the vacancies meant for local candidates, only local

candidates should be selected and appointed.

6. Compassionate appointments are made to the dependents of the deceased Government employees and also to the dependents of the general public who were killed in extremist violence. Such appointments shall be treated as direct recruitment and the rule of reservation and also the percentage prescribed for the local and unreserved (both local and non-local) candidates as per the Presidential Order shall be followed.

7. In case of compassionate appointments to the dependents of deceased Government Employees, the dependents can be considered for compassionate appointment at the local area to which the applicant belongs as a local candidate, or at the place of working of the deceased employee as per the choice of the applicant. In case the applicant is a local candidate at the place of working of the deceased employee, the applicant should be considered as a local candidate, otherwise the applicant should be treated as a non-local candidate for the unreserved vacancy only.

8. The Departments of Secretariat, the Heads of Departments and all the District Collectors are requested to ensure that the above instructions are complied with strictly.

**MOHAN KANDA,
CHIEF SECRETARY TO GOVERNMENT.**

To
All Departments of Secretariat.
All Heads of Departments.
All District Collectors.

// Forwarded by Order //

SECTION OFFICER

ANNEXURE

(1)	(2)	(3)
ROSTER POINTS:		Method of Appointment Whether by direct recruitment Or compassionate appointment
Point 1	Unreserved (Both Local and Non- Local)	
Point 2	-do-	
Point 3	-do-	
Point 4	-do-	
Point 5	-do-	
Point 6	-do-	
Point 7	-do-	
Point 8	-do-	
Point 9	-do-	
Point 10	-do-	
Point 11	-do-	
Point 12	-do-	
Point 13	-do-	
Point 14	-do-	
Point 15	-do-	
Point 16	-do-	
Point 17	-do-	
Point 18	-do-	
Point 19	-do-	
Point 20	-do-	
Point 21	Locals	
Point 22	-do-	
Point 23	-do-	
Point 24	-do-	
Point 25	-do-	
Point 26	-do-	
Point 27	-do-	

Point 28	Locals	
Point 29	-do-	
Point 30	-do-	
Point 31	-do-	
Point 32	-do-	
Point 33	-do-	
Point 34	-do-	
Point 35	-do-	
Point 36	-do-	
Point 37	-do-	
Point 38	-do-	
Point 39	-do-	
Point 40	-do-	
Point 41	-do-	
Point 42	-do-	
Point 43	-do-	
Point 44	-do-	
Point 45	-do-	
Point 46	-do-	
Point 47	-do-	
Point 48	-do-	
Point 49	-do-	
Point 50	-do-	
Point 51	-do-	
Point 52	-do-	
Point 53	-do-	
Point 54	-do-	
Point 55	-do-	
Point 56	-do-	
Point 57	-do-	
Point 58	-do-	
Point 59	-do-	
Point 60	-do-	
Point 61	-do-	

Point 62	Locals	
Point 63	-do-	
Point 64	-do-	
Point 65	-do-	
Point 66	-do-	
Point 67	-do-	
Point 68	-do-	
Point 69	-do-	
Point 70	-do-	
Point 71	-do-	
Point 72	-do-	
Point 73	-do-	
Point 74	-do-	
Point 75	-do-	
Point 76	-do-	
Point 77	-do-	
Point 78	-do-	
Point 79	-do-	
Point 80	-do-	
Point 81	-do-	
Point 82	-do-	
Point 83	-do-	
Point 84	-do-	
Point 85	-do-	
Point 86	-do-	
Point 87	-do-	
Point 88	-do-	
Point 89	-do-	
Point 90	-do-	
Point 91	-do-	
Point 92	-do-	
Point 93	-do-	
Point 94	-do-	
Point 95	-do-	

Point 96	Locals	
Point 97	-do-	
Point 98	-do-	
Point 99	-do-	
Point 100	-do-	

**MOHAN KANDA
CHIEF SECRETARY TO GOVERNMENT**

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Public Services - Appointment on contract basis - Appointment to the post in A.P.Last Grade Service to the dependents of Government employees who retired from service on Medical Invalidation before 27.4.2002 - Further Orders - Issued.

GENERAL ADMINISTRATION (SER.G) DEPARTMENT

G.O.Ms.No.100

Dated 3.3.2005

Read the following :-

- 1) G.O.Ms.No.202, G.A.(Ser.A) Department, dated 27.4.2002.
- 2)G.O.Ms.No.203, G.A.(Ser.A) Department, dated 27.4.2002.
- 3)G.O.Ms.No.305, G.A.(Ser.A)Department, dated 17.7.2002.
- 4)G.O.Ms.No.44, G.A.(Ser.A) Department, dated 17.2.2003.
- 5)G.O.Ms.No.198, G.A.(Ser.A) Department, dated 4.7.2003.
- 6)G.O.Ms.No.229, G.A.(Ser.A) Department, dated 2.8.2003.
- 7)G.O.Ms.No.251, G.A.(Ser.A) Department, dated 28.8.2004.

* * *

OR D E R:

In the G.Os 1st to 3rd read above, orders were issued dispensing with the scheme of Compassionate appointment to the dependents of Government Employees who retired on Medical Invalidation w.e.f. 27.4.2002. It is also ordered that no compassionate appointments shall be made to the dependents of Government employees who retired on Medical Invalidation after 12.10.2001 i.e., the date of judgment of the High Court of Andhra Pradesh in W.P.No.13489/2000 and batch wherein it is held that the scheme of compassionate appointment in medical invalidation cases is unconstitutional and violative of Article 16 of Constitution of India.

2. In the G.Os 4th to 7th read above, orders were issued to consider appointments to the posts of Panchayat Secretary (Category V) on contract basis to the dependents of Government employees who retired on medical invalidation before 27.4.2002, in respect of the candidates who possess the academic qualification of Intermediate and in cases where the dependents who do not possess the Intermediate qualification but possess only 10th class academic qualification, they may be considered for the appointments to the post of Panchayat Secretary duly relaxing the Intermediate qualification. In cases where the dependents possess the academic qualification below 10th class, ex-gratia payment shall be considered.

3. Several representations have been received with a request to consider the dependents of Government Employees who retired on medical invalidation and who possess the academic qualification below 10th class for appointment to any of the posts in A.P. Last Grade Service instead of payment of ex-gratia amount. The requests have been examined and Government decided to consider the dependents of Government employees who retired on Medical

Invalidation before 27-4-2002 and who possess academic qualification below 10th class only for appointment to any of the category of the posts in A.P. Last Grade Service on contract basis and on fixed pay.

4. Accordingly, Government direct that in partial modification of the orders issued in G.O. fifth read above, the dependents of Government employees who retired on medical invalidation before 27.4.2002 and who possess the academic qualification below 10th class only shall be considered for appointment to any of the posts in A.P. Last Grade Service on contract basis and on fixed pay of Rs2,600/- (Rupees Two thousand and Six hundred only) per month. In cases where the ex-gratia amount has already been disbursed in terms of orders issued in G.O. 5th read above, the appointments on contract basis shall be considered after the amount is refunded and remitted to the State exchequer by the person concerned.

5. The appointments on contract basis to any of the post in the A.P. Last Grade Service shall be as per Rule 9 of A.P. State and Subordinate Service Rules. The terms and conditions for these appointments will be issued by the Finance (SMPC) Department. The duration of these contract appointments shall be for a period of one year which may be renewed.

6. This order issues with the concurrence of Finance (SMPC) Department U.O.No.4279/166/A3/SMPC/05 dated 23.2.2005.

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

**SATISH CHANDRA,
SECRETARY TO GOVERNMENT (SER)**

To
The Finance (SM PC) Department.
All Departments of Secretariat.
All Heads of Departments.
All District Collectors

//FORWARDED BY ORDER//

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Memo.No.154483/Ser.G /A1/2004-4,

Dated: 27-4-2005.

Sub:- Public Service - Compassionate Appointment on Contract basis - Appointment to the post in A.P. Last Grade Service to dependents of Government employees who retired from service on Medical Invalidation before 27-04-2002 - Orders issued -Terms & conditions - Instructions issued.

Ref:- 1. G.O.Ms.No.100, G.A. (Ser.G) Department, dt:3.3.2005.
2. Finance (SMPC) Department, U.O.No.7813/433/A3/SMPC/05, dated: 19-04-2005.

* * *

In the G.O.1st cited orders were issued to consider the dependents of the Government employees who retired on Medical Invalidation before 27-04-2002 and who possess the academic qualification below 10th class only, for appointment on contract basis to any of the post in Andhra Pradesh Last Grade Service at a fixed pay of Rs.2600 per month (Rupees Two thousand and six hundred only). At para-5 of the said G.O. it is stated that, the terms and conditions for these appointments will be issued by the Finance (SMPC) Department.

In the reference 2nd cited, the Finance (SMPC) Department furnished the terms and conditions for the above mentioned appointments on contract basis. Accordingly, the terms and conditions for the appointments on contract basis as per the orders issued in the G.O. 1st cited are annexed. The appointing authority concerned are requested to take further necessary action while considering appointments on contract basis.

SATISH CHANDRA
SECRETARY TO GOVERNMENT(SERVICES)

To
All Departments of Secretariat.
All Heads of Departments.
All District Collectors.
Copy to:
Finance(SMPC)Department .

// Forwarded : By Order //

SECTION OFFICER

TERMS AND CONDITIONS FOR CONTRACT APPOINTMENTS:

1. **Reservation:-** Since these appointments are on compassionate grounds, no need to follow the Rule of Reservation.
2. **Recruitment:-** The appointing authority shall be responsible for the contractual appointments made by him/her.
3. **Conditions of appointment:-** The appointment of a person on contract basis shall be made under Rule 9 of A.P. State and Subordinate Service Rules, 1996. A person appointed under Sub-Rule (a) of Rule 9 of A.P. State and Subordinate Service Rules, 1996 shall not be regarded as a member of the Service in the post to which he/she is appointed, is included, and shall not be entitled by reason only of such appointment, to any preferential right to any other appointment in that or any other service. The department or the person appointed may revoke the contractual appointments or discontinue the contract by giving one month's notice in writing on either side. Further, it should be made explicit in the contract that, without further action, discussion, notice or reference, this contract would automatically cease to operate on lapse of the contract period, and both parties will be discharged of their respective obligations and liabilities without any formal or informal communication.
4. **TENURE:** Contractual appointments shall be made for a tenure not exceeding one year or the balance period for which the relevant post has been created, whichever is less. In the event of continuation of the temporary post, the contractual appointment may be extended by the appointing authority, from time to time, subject to the condition that the work of the individual has been found to be satisfactory, subject further to the condition that the total tenure of any contractual appointment, including extension if any, shall not exceed three (3) years. At the end of the contract period not exceeding three years, the contractual appointment shall terminate automatically. Under no circumstances shall the individual be given any further extension/re-appointment etc. beyond a period of three years. If the concerned Department desires to continue the temporary post for more time, and wishes to get it filled up, it shall follow the procedure prescribed in this Government Order as in the case of any fresh creation and filling up of a post. However, the contractual appointees may be considered on par with other candidates for any fresh contractual appointment against the same temporary post of any other contractual appointment/regular recruitment, if eligible otherwise.
5. **Eligibility criteria:-** As per G.O.Ms.No.100, G.A.(Ser.G) Department, dated 3.3.2005.
6. **Emoluments:-** As per G.O.Ms.No.100, G.A. (Ser.G) Department, dated 3.3.2005, the contractual appointees will be given only Consolidated Pay, and will not be entitled to any other allowances or benefits such as DA, HRA, LTC., Medical Treatment/Reimbursement, Pension etc. The expenditure on consolidated pay, and travel, shall be

debited to the relevant sub-detailed heads under head "010-salaries". All departments shall submit all number statements for contractual appointments on the same lines as they do for regular employees to ensure that adequate budget provision is made to meet this cost.

7. **Leave:-** Persons appointed on contract basis will be entitled to casual leave on par with regular employees in the Department. However, they shall not be entitled to any other kind of leave such as E.L., H.P.L., Medical Leave etc.
8. **Headquarters and Transfer:-** A person appointed on contract shall report at the place of his/her posting at his/her own cost, which will be treated as his/her headquarters. It shall be mandatory for the person to reside at his/her official headquarters. His/her working hours shall be the same as regular employees. Ordinarily, contractual appointees will not be transferred to other posts or stations. However, the Department reserves the right to transfer contractual appointees to other posts of equal status or another station due to exigencies of work, or the performance of the individual, subject to payment of usual Transfer TA on par with regular employees of equivalent status.
9. **Disciplinary Control:-** Subject to the overall right of the Department to terminate the contract on giving one month's notice, or pay in lieu thereof, a person appointed on contract basis shall be subject to disciplinary control in accordance with the provisions of A.P. CCA Rules.
10. **Terms of contract Agreement:** All persons appointed on contract basis shall execute an agreement on a non-judicial stamp paper of Rs.110, with two witnesses, and submit the same to the Appointing Authority concerned at the time of reporting for duty, agreeing to the terms and conditions of the contract.

**SATISH CHANDRA,
SECRETARY TO GOVERNMENT.**

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Circular Memo.No.28379/Ser.G /AI/2005-1,

Dated: 28-5-2005.

Sub:- P.S. - Subordinate services - Compassionate Appointments to the dependents of the deceased Government employees who die in harness - Instructions - Reiterated.

Ref:- 1. G.O.Ms.No.687, G.A.(Ser.A) Department, Dt:3.10.1977.

2. G.O.MS.No.165, G.A.(Ser.A) Department, Dt: 20.3.1989.

3. G.O.Ms.No.400, G.A.(Ser.A) Department, Dt: 12.9.1996.

* * *

In the G.O. 1st cited orders were issued governing the scheme of compassionate appointments and the compassionate appointments shall be considered to the dependents of deceased Government employees who die in harness while in service i.e., either to the spouse/son/daughter when there is no earning member in the family and the family is in distress.

2. In the G.O. second cited, while communicating the instructions of Government of India regarding the minimum age for appointment to the public Service, it was prescribed that the minimum age limit of 18 years be followed for compassionate appointments. Rule 12 of A.P. State and Subordinate Service Rules, prescribes the minimum age of 18 years and upper age limit 33 years for direct recruitment to public service.

3. In the G.O. third cited, Government have directed that the proposals for providing compassionate appointments to the dependents of deceased Government employees which are totally in conformity with the existing government instructions on the scheme should alone be considered and no cases which are in deviation of the order/instructions/guidelines issued in the matter should be proposed for any relaxation what so ever. All the departments of Secretariat/Heads of departments/District Collectors etc. have been directed to adhere strictly to the existing instructions and guidelines, while considering compassionate appointments to the dependents of the deceased Government employees. Directions were also issued not to entertain the request for compassionate appointments in cases which do not confirm to the conditions stipulated in the scheme, as no application for relaxation of any of the conditions stipulated under the scheme shall be accepted by the Government.

4. Accordingly, while reiterating the instructions issued in the G.O. 3rd cited,

all Departments of Secretariat are hereby requested not to accept applications/ representations in case of compassionate appointments for relaxations of existing rules. The Departments will also, in the future, **not** entertain such proposals. All the Departments of Secretariat are requested to issue similar instructions to the Heads of departments under their administrative control.

SATISH CHANDRA
SECRETARY TO GOVERNMENT (SERVICES)

To
All the Department of Secretariat.
All Heads of Departments.
All District Collectors
All the Chief Executive Officers, Zilla Parishad.
All the District Judges.
SF/SCs.

// FORWARDED BY ORDER //

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Circular Memo.No.88699/Ser.G /AI/2006-1,

Dated: 07-12-2006.

Sub: P.S - Subordinate Services - Compassionate appointments to the dependents of the deceased Government employees who died in harness - certain irregularities in compassionate appointment noticed Instructions - Reiterated - Reg.

- Ref: 1. G.O.Ms.No.687, GA (Ser.A) Department, dt: 3-10-1977.
2. G.O.Ms.No.400, GA (Ser.A) Department, dt: 12-9-1996.
3. Circular Memo.No.28379/Ser.G/2005-1, dt: 28.5.2005.
4. From PR &RD Memo.No.19343/Vig.III/A/2006-2, dt: 16.11.2006.

* * *

In the G.O. first cited, orders were issued governing the scheme of compassionate appointments and the compassionate appointments shall be considered to the dependents of the deceased Government employees who die in harness while in service i.e., either to the spouse / son / daughter when there is no earning member in the family and the family is in distress.

2. In the G.O. second cited, Government have directed that the proposals for providing compassionate appointments to the dependents of deceased Government employees which are totally in conformity with the existing Government instructions on the scheme should alone be considered and no cases which are in deviation of the orders/instructions/guidelines issued in the matter should be proposed for any relaxation what so ever. All the Departments of Secretariat / H.O.Ds / District Collectors etc. have been directed to adhere to the existing instructions and guidelines, while considering compassionate appointments to the dependents of the deceased Government employees strictly without any deviation. Directions were also issued not to entertain the request for compassionate appointments in cases which do not confirm to the conditions stipulated in the scheme, as no application for relaxation of any of the conditions stipulated under the scheme shall be accepted by the Government as a matter of policy.

3. In spite of these instructions, certain irregularities in compassionate appointments have come to the notice of the Government. It is decided to reiterate the instructions issued in the G.O. second cited.

(P.T.O)

4. Accordingly, while reiterating the instructions issued in the reference second and third cited, all the appointing authorities are directed to adhere to the existing rules and guidelines framed under the Government orders while processing the appointments under compassionate grounds strictly without any deviation. All the Departments of Secretariat are requested to issue similar instructions to the H.O.Ds under their administrative control.

DR.VIJAY KUMAR
SECRETARY TO GOVERNMENT(SER)

To
All the Departments of Secretariat.
All the Heads of Departments.
All the District Collectors.
All Chief Executive Officers, Zilla Parishads.
Copy to: PR&RD Department.

// FORWARDED BY ORDER //

SECTION OFFICER

GOVERNMENT OF ANDHRA PRADESH
GENERAL ADMINISTRATION (SER.G) DEPARTMENT

Memo.No.17414/Ser.A/2007,

Dated: 07-12-2007.

Sub:- COMPASSIONATE APPOINTMENTS - Compassionate appointments to the dependants of deceased Government employees - Andhra Pradesh Public Employment (Organisation of Local Cadres and Regulation of Direct Recruitment) Order, 1975 - Further instructions on the implementation of Presidential Order, 1975 and G.O.Ms.No.610, G.A.(SPF.A) Department, dated 30.12.1985 - Further instructions - Issued.

Ref:- Govt. Circular Memo. NO.46614/Ser.AI2005-1, dated 27.5.2005.

* * *

In the reference cited, comprehensive instructions were issued on implementation of rule of reservation in appointments by direct recruitment for local candidates and for un-reserved vacancies (open category) in accordance with Andhra Pradesh Public Employment (Organisation of Local Cadres and Regulation of Direct Recruitment) Order, 1975 (Presidential Order on SPF) republished vide G.O.Ms.No.674, G.A.(SPF.A) department, dated 20.10.1975. Under the scheme of compassionate appointments to the dependents of deceased Government employees the appointments are made by direct recruitment. Thus, the compassionate appointments shall also be made in accordance with the provisions contained in the above mentioned Presidential Order, 1975. In this regard, the following instructions among others were issued in the Memo cited:-

"In case of compassionate appointments to the dependents of deceased Government Employees, the dependents can be considered for compassionate appointment at the local area to which the applicant belongs as a local candidate, or at the place of working of the deceased employee as per the choice of the applicant. In case the applicant is a local candidate at the place of working of the deceased employee, the applicant should be considered as a local candidate, otherwise the applicant should be treated as a non-local candidate for the unreserved vacancy only".

In accordance with the orders issued in G.O.Ms.No.610, G.A. (SPF.A) department, dated 30.12.1985, in the process of repatriation of the persons appointed in deviation to the provisions contained in the Presidential Order, 1975, it is also noticed that certain appointments on compassionate grounds to the

dependents of the deceased Government employees have been made in deviation of the provisions contained in the Presidential Order, 1975. It is, therefore, considered necessary by the Government to issue an amendment to the instructions issued in Memo No.46614/Ser.A/2005-1, G.A. (Ser.A) Department, dated 27.5.2005.

AMENDMENT

Para 7 of the circular Memo.No.46614/Ser.A/2005-1, G.A. (Ser.A) Department, dated 27.5.2005 shall be substituted by the following:-

"In future all the appointments on compassionate grounds to the dependents of the deceased Government employees, be made only in the "local cadre" to which the applicant is a "local candidate".

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

**A.K. TIGIDI,
PRINCIPAL SECRETARY TO GOVERNMENT (RIAD)/
SECRETARY TO GOVERNMENT (SER.) (I/C)**

To

All the Departments of Secretariat.

All Head of Departments.

All District Collectors.

Copy to:

All Services Sections in GAD.

G.A. (MC) Department.

P.S. to Secy. to Govt. (Ser.).

P.A. to Addl. Secy. to Govt. (Ser.).

SF/SC

// forwarded by order //

SECTION OFFICER