



HPGCL
AN ISO: 9001, ISO: 14001 &
ISO: 45001 COMPANY

HARYANA POWER GENERATION CORPORATION LTD

Regd. Office: C-7, Urja Bhawan, Sector-6, Panchkula
Corporate Identity Number: U45207HR1997SGC033517

Website: www.hpgcl.org.in
Telephone No. 0172-5023425

E-mail: dsgenl@hpgcl.org.in

From

Dy. Secy./Genl.,
HPGCL, Panchkula.

To

XEN/IT,
HPGCL, Panchkula.
Email: IT@hpgcl.org.in

Memo No. Ch-241/GB/REG-65/RTI/1703

Dated: 28.07.2021

Subject:- Ex-gratia policy applicable in HPGCL.

Kindly refer to the subject cited matter.

In this context, enclosed please find herewith ex-gratia policies of State Govt. as adopted by HSEB/HPGCL alongwith annexure with a request to upload the same on the website of HPGCL by creating separate ex-gratia section of admn. office.

List of ex-gratia policies detailed as under:-

Sr. No.	State Govt. instructions	Dated	Adopted by HSEB/HPGCL	Remarks
1.	No. 16/5/95-6GS-II	31.08.1995	memo no.Ch.-150/NGE/G-649/Vol.-III dated 13.11.1995	annexure attached
2.	No.16/5/95-6GS-II	15.09.2000	memo no.Ch.-9/HPGC/L-Es gratia dated 03.07.2001	annexure attached
3.	No.16/138/2001-5GS-II	31.03.2003	Memo no.Ch-73/HPGC/E dated 07.05.2003	annexure attached
4.	No.16/138/2001/5GS-II	11.02.2004	Memo no.Ch.7/GB/HPGC dated 28.05.2004.	annexure attached
5.	No. 16/88/2004-5GSII & notification no.GSR 17/Const./Art. 309/2005	30.11.2005 18.11.2005	Memo no.Ch.-5/CE/Admn./GB-47 dated 10.05.2006	annexure attached
6.	No.16/138/2001-5GSII & No.16/88/2004-5GSII	19.02.2004 20.12.2004	Memo no.Ch.26/CE/Admn./GB-51 dated 09.06.2006	annexure attached
7.	No.36/33/2005/5GSII & Notification No. GSR-19/Const./Art.309/2006	03.08.2006 01.08.2006	Memo no.10/CE/Admn./GB-47 dated 19.09.2006	annexure attached
8.	No.07/05/2018-1GSII & notification no.GSR32/Const./ Art. 309/2019	19.09.2019 02.08.2019	memo no.Ch.83/GB/ HPGC/373/3205 dated 04.03.2020	annexure attached

389/XEN/IT
28-07-2021.

DA/As above.

Dy. Secy./Genl.
HPGCL, Panchkula.

CC:

PS to Chief Engineer/Admn, HPGCL, Panchkula.

HARYANA STATE ELECTRICITY BOARD

PENSION SECTION

The Addl. Secretary,
H.S.E.B., Panchkula.

To

1. All Engineer-in-Chief in HSEB.
2. All CEOs in H.S.E.B.
3. The Director/IA & PC, HSEB, Panchkula.
4. The Director/IA, HSEB, Panchkula.
5. The Director/DIA, HSEB, Panchkula.
6. The C.A.O./C.A.O., HSEB, Panchkula/Missar.
7. All P.A.s & C.A.O. in H.S.E.B.
8. The C.O.S., HSEB, Missar.
9. Dy. C.S. (Co-ordination), HSEB, Panchkula.
10. All S.As incharge of the Circle in HSEB.
11. The L.R., HSEB, Panchkula.
12. All Xens. incharge of Divisions in HSEB.

Memo No. Ch-150 /NCE/C-649/Vol-III

Dated: 13-11-95

Subject:- Ex-gratia grant and other facilities to the dependent of deceased Govt. employees who died while in service or become blind/disabled while in service - adoption of Haryana Govt. Circular.

Partial modification of instructions issued vide this office Circular Memo No. Ch-143/NCE/C-649/Vol. III dated 2-8-95, a copy of Haryana Govt. Circular letter No. 16/5/95-GS-II dated 31-8-95 is enclosed herewith for reference & record in your office.

2. The adoption of the above, State Govt. circular has been approved by the Board in its meeting held on 20-10-95 except Para-IV & Para-X with the condition that the cases prior to 1-4-85 will not be re-opened.

DA/As above.

Under Secretary/Pw.
for Addl. Secy., HSEB, Panchkula.

Endst. No. Ch-150 /NCE/C-649/Vol. III

Dated: 13-11-95

Copy of the above is forwarded to the following for information and necessary action:-

1. R.A.O., H.S.E.B., Chandigarh.
2. Director (Co-ordination), HSEB, Guest House, South Extension, New Delhi.
3. C.P.R.O., HSEB, Panchkula.
4. Secretary, HSEB, Chandigarh.
5. Secretary, HSEB, New Delhi.

continued

6. Member (Power), BBMB, Chandigarh.
7. C.E./Generation, BBMB, Nangal.
8. C.E./Electrical, U.T., Chandigarh.
9. S.E./ (BPH), BBMB, Nangal.
10. S.E./Electrical, U.T., Chandigarh.
11. C.A.O./Pension, HSEB, Panchkula.
12. All Sectional Heads in Board's Sectt.
13. All Deputy Secretaries/Under Secretaries/Admn. Officers in HSEB.
14. Sr.P.S. to Chairman/Members/ L.R./ PS/PA to Secretary/Addl.Secy., HSEB, Panchkula.
15. The President/General Secretary/Pub. Secy., HSEB workers Union (HO), Bhiwani.
16. The President/General Secretary/Pub. Secretary, HSEB Employees Federation.
17. The President/General Secretary/Pub. Secretary, HSEB Workers Union (HO) Hissar.
18. The President/General Secretary/Pub. Secretary, HSEB SS/ST/BC Employees Association.
19. The General Secretary, HSEB pensioner welfare Association, H.No.383, Sector-32/A, Chandigarh.
20. The President/Genl. Secretary, HSEB, Engineers Association.
21. The President, HSEB Generation Wing Diploma Engineers Association C/O Xpn. Stores Const., PTPS, HSEB, Panipat.
22. The President, HSEB Diploma Engineers Association C/O Xpn. 'OP' Divn., HSEB, Gurgaon.
23. Chief Labour Welfare Officer, C/O C.E./O&M, PTPS, HSEB, Panipat.
24. L.W.O. C/O CE/Thermal, HSEB, Faridabad.
25. L.W.O. C/O CE/Const., HSEB, Hissar.
26. L.W.O. C/O CE/workshop, HSEB, Dhulkota.
27. A.L.W.O. C/O SE 'OP' circle, HSEB, Gurgaon.
28. L.W.S.I. C/O SE 'OP' circle, HSEB, Kurukshetra.
29. L.W.S.I. C/O SE 'OP' circle, HSEB, Rohtak.
30. Under Secretary/General (Meeting Section), HSEB, Panchkula w.r.t. his U.O. No. 1889, HSEB (18) dated 25-10-95.

DA/As above
 Under Secretary/PW,
 for Addl. Secy., HSEB, Panchkula.
 13/11/95

RECEIVED
 13/11/95

From

Chief Secretary to Govt., Haryana.

To

1. All Heads of Departments, the Commissioners, Ambala, Rohtak, Hissar, Yamuna and all the Deputy Commissioners and Sub-Divisional Officers.
2. The Registrar, Punjab and Haryana High Court, and all District and Sessions Judges in Haryana.

Dated, Chandigarh, the 31st August, 1995.

Subject:- Employment to a dependent of a deceased government employee under the ex-gratia scheme.

--o-o-o-o--

From
Sir,

I am directed to invite a reference to Haryana Government circular letter No.16/5/95-

6 GS-II, dated 8-5-1995 on the subject cited above, vide which policy for giving employment to a dependent of a government employee who dies while in service was laid down. The matter has been further

examined by the government and it has been decided to make the following modifications/clarifications:-

1. All cases of ex-gratia appointment pending on the date of issue of policy shall be examined and decided in the light of the new policy irrespective of the date of death of the deceased employee.

2. The married dependents shall also be considered for appointment under ex-gratia scheme, in view of the early marriage in many cases. An undertaking shall be obtained from the married dependent that he/she will look after the family of the deceased employee. This undertaking should be attested by two respectable members of the society. The married dependent will be eligible only if there is no other eligible unmarried son/daughter in the family.

contd....2...

3. The Supreme Court has clearly laid down that the qualifications of the dependent cannot be the criterion for deciding the post-employment appointment on compassionate ground is being made. The existing policy, therefore, to offer appointment on compassionate grounds under ex-gratia scheme, only to Class-III and Class-IV posts, is in order.

4. In cases where no Class-III and IV post is available within the department for offering appointment under ex-gratia scheme, the Head of the Department will take up the matter for appointment with other department(s). A quarterly report will be submitted to the Chief Secretary's Office by all departments. A seniority list in respect of pending ex-gratia appointment cases will be maintained by every Heads of Department and the cases shall be kept alive till the time the appointment is offered against a vacancy either in that department or some other department. It should be ensured that no subsequent case of ex-gratia appointment is considered/decided in preference to an earlier case.

5. The Facility of compassionate employment to a dependent of a government servant shall be available, if the letter is declared medically unfit/blind/incapacitated by the Special Medical Board and retired on or before attaining the age of 55 years in the case of Class-I, II, III Officers/officials and 57 years in the case of Class-IV employees. A government employee who is declared incapacitated/blind after 55 years of age in the case of Group A, B, C and after 57 years in the case of Group D employees, will not be

entitled to this facility. Subject to this, terms and conditions and procedure applicable in the case of compassionate employment to a dependent of a deceased employee would be applicable in these cases as well.

6. 'One Step Lower' employment is interpreted as 'One Pay Scale below' that of the deceased employee. It is further clarified that appointment on compassionate grounds under ex-gratia scheme can be offered only on a post in a Pay Scale lower than that of ~~the~~ the deceased employee.

7. For the purpose of calculating monthly income of Rs.2500/- per month, the family pension will be excluded and only regular income from other sources be taken into account. For this purpose ~~the~~ income of the family of the deceased employee will be taken into account and not just the dependent who has applied for appointment on compassionate grounds.

8. A widow appointed on compassionate grounds will be allowed to continue in service even after re-marriage.

9. The appointing authority will be competent to grant relaxation in age in cases of appointment under ex-gratia scheme.

10. Appointment on compassionate grounds under ex-gratia scheme will not be made against vacancies falling under 10% cut.

You are requested to bring these modification clarifications to the notice of all concerned offices under your control for strict compliance. The receipt of this communication may please be acknowledged.

Sd/-
Under Secretary, protocol,
for Chief Secretary to Govt., Haryana.

Reg. Lenb-500

HARYANA POWER GENERATION CORPORATION

From

The Chief Engineer/Admn/M&P
HPGCL, Panchkula.

To

- ✓
- i. All EIC/CEs in HPGCL
 - ii. All FA & CAOs in HPGCL
 - iii. IG, Vigilance, HVPNL, Panchkula.
 - iv. LR, HVPNL, Panchkula.
 - v. CMO, HVPNL, Panchkula.
 - vi. All Dy. Secys/Under Secys/Admn Officers in HPGCL.
 - vii. Sr. P.S. to MD/Director, HPGCL, Panchkula.


Memo No. : Ch- 9/HPGC/L- Ex-gratia
Dated : 3.7.2001

Subject : Employment to the dependents of deceased Govt. Employees under the ex-gratia scheme.

In continuation of erstwhile HSEB Memo No. Ch.-150/NGE/G-649 vol.-III dated 13.11.95 a copy of Haryana Govt. circular/letter no. 16/5/95-6GS-II dated 15.9.2000 is sent herewith for reference and record in your office.

The adoption of ibid State Govt. circular dated 15.9.2000 has been approved by the Board of Directors in its meeting held on 23.5.2001. These instructions will take effect retrospectively w.e.f. 15.9.2000 i.e. the date of issue of State Govt. Circular.

DA/As above

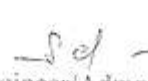

Chief Engineer/Admn/M&P
HPGCL, Panchkula.

Endst. No. Ch- 9/HPGC/L- Ex-gratia Dated 3.7.2001

A copy of the above along with State Govt. circular dated 15.9.2000 is forwarded to the following for information and necessary action :-

- i. Secretary, BBMB, Chandigarh.
- ii. Company Secretary, HPGCL, Panchkula with reference to his memo no. CS/HPGC/24BM/393 dated 28.6.2001.

DA/As above


Chief Engineer/Admn/M&P
HPGCL, Panchkula.

Employment to Deceased

4053
15/7/01
✓

No. 16/5/95-6GS-II

From

The Chief Secretary to Govt. Haryana.

To

- 1) All Heads of Departments.
- 2) Commissioners of Divisions of Ambala, Rohtak, Hisar & Gurgaon.
- 3) Registrar, Punjab & Haryana High Court.
- 4) All the Deputy Commissioners & Sub-Divisional Officers (Civil) in Haryana.

Dated, Chandigarh, the 15th September, 2000.

Sub :- Employment to the dependents of deceased Govt. employees under ex-gratia scheme.

.....

Sir,

I am directed to refer to State Govt. letter No. 16/5/95-6GS-II dated 8th May, 1995 on the above subject and to say that according to Para 2(ii) of this letter, the following condition was imposed for providing employment to the dependents of the deceased Govt. employees under ex-gratia scheme :-

"The applicant having a monthly income of Rs. 2500/- per month from all sources will not be eligible for getting appointment under ex-gratia scheme."

2. Now this matter has been further examined by the Govt. and it has now been decided to raise this ceiling of Rs. 2500/- P.M. to Rs. 6000/- P.M. with immediate effect. All the cases decided according to the old ceiling of Rs. 2500/- P.M. will not be re-opened. For the purpose of calculating monthly income of Rs. 6000/- P.M., the family pension will be excluded and only regular income from all other sources will be taken into account. For this purpose, the income of the family of deceased Govt. employee will be taken into account and not just the dependent, who has applied for appointment on compassionate grounds. You are

contd., p/2.

requested to bring these instructions to the notice^{of}/all concerned officers under your control for strict compliance.

Yours faithfully,

-sd-

Deputy Secretary Protocol,
for Chief Secretary to Govt. Haryana.

HARYANA POWER GENERATION CORPORATION LIMITED

From The Chief Engineer/Admn
HPGCL, Panchkula.

To

1. All the CEs in HPGC.
2. Secy, BBMB, Chandigarh.
3. CMO, HV PNL, Panchkula.
4. All FA&CAO in HPGC.
5. All Sr. AOs in HPGC.
6. IG Vigilance, HVPNL, Panchkula.
7. LR, HVPNL, Panchkula.
8. All Dy. Secy, Under Secys / Admn Officers in HPGC.
9. LWO/PRO, HPGC, Panchkula.

Memo No. : Ch- 73 / HPGC / L
Dated : 07-05-03

Subject : The Haryana Compassionate Assistance to the dependants of deceased Govt. Employees Rules-2003.

The Haryana Govt. vide its letter no. 16/138/2001-5GS-11 dated 31.03.2003 has notified "The Haryana Compassionate Assistance to the Dependants of deceased Govt. Employees Rules 2003", with an object to enable the family of an employee to tide over the financial crises which it faces due to untimely death of the Sole bread winner. A copy of the said notification is enclosed herewith for information and necessary action.

The adoption of the above State Govt. notification has been approved by the Board of Directors in its meeting held on 2 May, 2003 at Chandigarh for deciding the cases under ex-gratia scheme.

You are requested to bring these instructions / rules to the notice of all concerned for strict compliance.

DA/As above

Prabhakar
Under Secretary/EST
for Chief Engineer/Admn
HPGC, Panchkula

CC:

1. The Company Secretary, HPGC, Panchkula for information with reference to his memo no. CS/HPGC/32/BM/286 dated 05.05.2003.
2. SPS to Managing Director/Director, HPGC, Panchkula.

No. 16/138/2001-5GS-II

From

The Chief Secretary to Government, Haryana.

To

- 1) All the Heads of departments in Haryana.
- 2) Commissioner Ambala, Hisar, Rohtak and Gurgaon Divisions
- 3) Registrar, Punjab and Haryana High Court.
- 4) All the Deputy Commissioners and S.D.O (Civil) in Haryana.
- 5) The Registrars, Maharishi Dayanand University, Rohtak, Kurukshetra University, Kurukshetra, Ch. Charan Singh Haryana Agriculture University, Hisar and Guru Jambheshwar University, Hisar.

Dated : Chandigarh the 31st March, 2003.

Subject :- The Haryana Compassionate Assistance to the Dependents of Deceased Government Employees Rules, 2003.

Sir,

I am directed to invite your kind attention to the subject cited above and to say that the State Government introduced the ex-gratia Scheme/Policy in December, 1970 with an object to enable the family of employee to tide over the financial crises which it faces due to the untimely death of the sole bread winner. Under this scheme/policy, beside other financial benefits, one of the eligible dependent members of the family is considered for providing compassionate employment. This scheme/policy was modified by the Government in 1995, keeping in view the decision of the Hon'ble Supreme Court of India in the case of 'Umesh Kumar Nagpal V/s State of Haryana and other' and instructions have been issued from time to time.

2. The matter has been considered by the Government and The Haryana Compassionate Assistance to Dependents of Deceased Government Employees Rules, 2003 have been framed under Article 309 of the Constitution of India which have been notified on 28.2.2003 in Govt. Gazette dt. 4.3.2003, with a view

to assist the family of a deceased employee in tiding over the emergency situation, resulting from the loss of the bread-earner by giving either of the following options :-

- i) ex-gratia appointment on compassionate grounds to a member of the family who was **completely dependent** on the deceased employee and is in extreme financial distress due to the loss of the deceased, namely, the Government employee who dies in harness.
- (ii) ex-gratia compassionate financial assistance to the family of the deceased over and above all other benefits like ex-gratia grant due to his family to be paid @ 2.5 lacs, in cases where the family of the deceased does not opt for ex-gratia employment.

These Rules shall govern the compassionate assistance by way of ex-gratia financial assistance or ex-gratia appointment on compassionate grounds to members of the family a deceased government employees who dies while in service and the following existing instructions issued by the Haryana Government from time to time in this regard have been repealed :-

- 1) Letter No. 16/5/95-5GS-II dt. 8.3.1995
- 2) Letter No. 16/5/95-5GS-II dt. 31.8.1995.
- 3) Letter No. 16/48/95-6GS-II dt. 22.8.1996.
- 4) Letter No. 16/29/97-5GS-II dt. 25.9.1997.
- 5) Letter No. 16/5/95-5GS-II dt. 13.8.1998.
- 6) Letter No. 33/7/96-5GS-II dt. 8.6.1999.
- 7) Letter No. 33/17/2000-6GS-II dt. 7.2.2001.

It is made clear here that an action taken under these Rules and instructions so repealed shall be deemed to have been taken under the corresponding provisions of these

Rule: These rules shall also be applicable to those dependents of the deceased Govt. employee whose cases are pending as on the date of coming in to force of these rules. do not cases already decided shall not be re-opened.

4. A copy of **The Haryana Compassionate Assistance to Dependents of Deceased Government Employees, Rules, 2003** notified on 28.2.2003 in Govt. Gazette dt. 4.3.2003 is enclosed herewith for further necessary action. You are, requested to bring these rules to the notice of all concerned officers/officials under your control for strict compliance. Clarification, if any, required may be sought from this office through the concerned Administrative Department.

5. The receipt of this communication may kindly be acknowledged.

Yours faithfully,

Sd/-

Deputy Secretary Protocol
For Chief Secretary to Government Haryana.

A copy alongwith the copy of rules is forwarded to the following for information and necessary action :-

- 1) All the Financial Commissioners and Principal Secretaries to Govt. Haryana.
- 2) All the Administrative Secretaries to Government, Haryana.
- 3) Senior Secretaries/Secretaries/Private Secretaries to Chief Minister/Ministers/State Ministers/Chief Parliamentary Secretary.

Sd/-

Deputy Secretary Protocol
for Chief Secretary to Government Haryana.

To

- 1) All The Financial Commissioners and Principal Secretaries to Govt. Haryana.
- 2) All The Administrative Secretaries to Government, Haryana.
- 3) Senior Secretaries/Secretaries/Private Secretaries to Chief Minister/Ministers/State Ministers/Chief Parliamentary Secretary.

P.O No. 16/138/2001-5GS-II, dated Chandigarh the 31st March, 2003

No. 16/138/2001-5GS-II, dated Chandigarh the 31st March, 2003

A copy alongwith a copy of the rules is forwarded to all M.Ds/C.As of Boards/Corporations in the State of Haryana for information and necessary action.

2. They are advised to consider adoption of these rules for giving employment to one of the dependents of the deceased employee of their Board/Corporation.

Sd-/

Deputy Secretary Protocol
For Chief Secretary to Government Haryana.

HARYANA POWER GENERATION CORPORATION

From,

The Chief Engineer/Admn.,
HPGC, Panchkula.

To

1. All the CEs in HPGC.
2. Secy, BBMB, Chandigarh.
3. CMO, HVPNL, Panchkula.
4. All FA&CAO in HPGC.
5. All Sr. AOs in HPGC.
6. IG Vigilance, HVPNL, Panchkula.
7. L.R. HVPNL, Panchkula.
8. All Dy Secy, Under Secy/Admn. Officers in HPGC.
9. LWO, PRO, HPGC, Panchkula.

Memo No. ch. 7/AB/HPGC

Dated 28/5/04

Sub:

Amendment in the Haryana Compassionate Assistance and employment to the Dependents of Deceased Govt. Employees rules-2003.

The Board of Directors, HPGC, Panchkula its ⁱⁿ meeting held on 17/5/2004 has approved the adoption of State Govt. circular no. 16/138/2001/5GS-II dated 11/2/2004 as amendment to the previous Govt. instructions on the subject issued vide no. 16/198/2001/5GS-II dt. 31/3/2003 and adopted by this Nigam vide its circular No. ch. 73/HPGCL dt. 7/5/2003.

A copy of state Govt. circular no. 16/138/2001/5GS-II dated 11/2/2004 alongwith its enclosures is sent herewith for reference and record.

You are therefore requested to bring these instructions to the notice of all concerned for strict compliance.

DA/As above.

P. D. Mittal
Under Secretary/General,
for CE/Admn, HPGC, Panchkula.

31/5/04

CCP:- 1.

The company Secy, HPGC, Panchkula for information with reference to his office memo no. ch. CS/HPGC/33/EM dated 21/5/2004.

2.

SPS to MD, Director, HPGC, Panchkula.


HARYANA POWER GENERATION CORPORATION

Endst.No Ch- 15/10/06

Dated: 21/12/06

Copy of the above is forwarded to the following for information and necessary action:-

1. CE/O&M TDLTPS, HPGC, Panipat.
2. CE/Const.TDLTPP, HPGC, Panipat.
3. CE/Thermal, HPGC, Faridabad.
4. CE/Hydel, HPGC, Yamuna Nagar.
5. CE/TD, HPGC, Panchkula
6. FA & CAO, HPGC, Panchkula
7. FA & CAO/TD, HPGC (S.C.O.No.21 Sector-11, Panchkula.
8. FA & CAO/O&M/CONST, TDLTPS, HPGC, Panipat.
9. Sr.AO/Thermal, HPGC, Faridabad.
10. Sr.AO/Hydel, HPGC, Yamuna Nagar.


Superintendent, General,
for CE/Admn., HPGC, Panchkula.

21/12/06

Annex - A 2

No.16/138/2001-5GSI

From

The Chief Secretary to Government Haryana.

To

1. All Heads of Departments in Haryana.
2. Commissioner (Ambala, Hisar, Rohtak and Gurgaon Divisions).
3. The Registrar, Punjab & Haryana High Court, Chandigarh.
4. All the Deputy Commissioners and Sub Divisional Officers (Civil) in Haryana.
5. The Registrars, Maharishi Dayanand University Rohtak/Kurukshetra University, Kurukshetra/Ch.Charan Singh Haryana Agriculture University Hisar/Guru Jambheshwar University Hisar/Ch.Devi Lal University (Sirsa).

Dated Chandigarh, the 11.2.2004

Subject :- Amendment in the Haryana Compassionate Assistance & Employment to the dependents of deceased Government employees Rules 2003.

Sir,

I am directed to invite your kind attention to the subject cited above and to say that the State Government has further amended the Haryana Compassionate Assistance & Employment to the dependents of deceased Government employees Rules, 2003 in order to grant additional benefit to the families of employees who were not covered under these rules. It is also clarified that under these rules the eligible widows shall be appointed on civil posts within the age group of 17-45 years as per instructions issued vide letter No.6476-5GSI-71/73370 dated 25.11.1971. However, the age limit for widower will be the same as is applicable to fresh entrants as prescribed by Government of Haryana from time to time.

2. It is further clarified that the family of the deceased will continue to get benefit of ex-gratia grant @ Rs.25,000/- waving of loan(s) from Government, retention of Government house, educational and medical facilities etc. as per Government policy issued from time to time.

3. A copy of the Notification is enclosed herewith for further necessary action. You are requested to bring these rules to the notice of all concerned officers/officials under your control for strict compliance. Clarification, if any, required may be sought from this office through the concerned Administrative Department. The cases already decided shall not be reopened.

4. The receipt of this communication may kindly be acknowledged.

Yours faithfully,

Sd/-
Under Secretary/Protocol,
For Chief Secretary to Government, Haryana.

5

HARYANA POWER GENERATION CORPORATION LTD.

Regd. Office: Shakati Bhawan, Sector-6, Panchkula.

From

The Chief Engineer/Admn.,
HPGCL, Panchkula

To

1. All Chief Engineer in HPGCL,
2. Secy, BBMB, Chandigarh
3. Director Medical Services, HVPNL, Panchkula
4. All FA & CAO, HPGCL
5. All Sr. AOs in HPGCL
6. IG Vigilance HVPNL, Panchkula
7. LR, HVPNL, Panchkula.
8. All Dy. Secretary/Under Secretary/Admn. Officer in HPGCL
9. All Sectional Heads in HPGCL, Panchkula.
10. LWO/PRO, HPGCL, Panchkula.

Memo No Ch-5/CE/Admn./GB-47
Dated: 10/5/2006

Subject:- The Haryana Compassionate Assistance to the Dependents of Deceased Govt. Employees Rules-2005


The Board of Director, HPGCL, Panchkula in its meeting held on 20/4/2006 approved the adoption of State Govt. Circular No 16/88/200405S/11dated30/11/2005 and also approved the nomination of the following officers of HPGCL as welfare officers as required under Rule 12 clause (b) of the state Govt. instructions dated 30.11.2005

1. The Concerned Chief Engineer do nominate their Administrative Officer as Welfare officers.
2. Under Secretary/Gen. HPGCL, Panchkula for Head Office.

However a copy of the state Govt. Circular dated 30/11/2005, along with its notification dated 18/11/2005 is sent herewith for reference and record.

You are, therefore, requested to bring these instruction to the notice of all concerned for strict compliance.

DA/As above.


10/5/06
Superintendent/Genl.
For CE/Admn., HPGCL,
Panchkula

CC:-

1. The Company Secretary, HPGCL, Panchkula for information with reference to his memo No. CS/HPGCL/47BM/3 dated 01/05/2006
2. SPS to Managing Director/ Director, HPGCL, Panchkula.
3. PA to CE/Admn, HPGCL, Panchkula

No. 16/88/2004-5GSII

From

The Chief Secretary to Government Haryana.

To

1. All Heads of Departments in Haryana.
2. Commissioner, Ambala, Hisar, Rohtak and Gurgaon Divisions.
3. The Registrar, Punjab & Haryana High Court.
4. All Deputy Commissioner and Sub Divisional Officers (Civil) in Haryana.
5. The Registrars, MDU Rohtak/K.U. Kurukshetra/ Ch. Charan Singh H.A.U. Hisar/G.J.U. Hisar/Ch. Devlal University (Sirsa).

Dated Chandigarh, the 30th November 2005

Subject: The Haryana Compassionate Assistance & Employment to the dependents of deceased Government employees Rules 2005.

Sir,

I am directed to invite your kind attention to the Haryana Govt. letter No. 16/138/2001-5GS-II dated 31.03.2003 vide which the "Haryana Compassionate Assistance to Dependents of Deceased Government Employees Rules" 2003 framed under Article 309 of the Constitution of India notified on 28.02.2003 in Govt. Gazette dated 4.03.2003 were circulated. The matter has further been considered by the Govt. and now the "Haryana Compassionate Assistance to Dependents of deceased Government Employees Rules 2005" have been framed which have been notified vide No. G.S.R.17/Const./Art/309/2005, dated 18.11.2005 published in the Govt. Gazette dated 18.11.2005. These Rules have come into force with effect from the date of their notification and the "Haryana Compassionate Assistance to Dependents of Deceased Government Employees Rules 2003" which were in force immediately before the commencement of these Rules, 2005 have been repealed by the Government. It is clarified that pending cases of all those govt. employees, whose family members were eligible under the Rules, so repealed, shall be disposed off in accordance with the old Rules of 2003 only.

The highlights of the new notified rules 2005 are as under:-

- i) Ex-gratia Compassionate financial assistance to the family of the for the deceased Govt. employees has been increased from existing Rs. 2.50 lacs to Rs. 5.00 lacs.
- ii) Definition of family has been amended to include a divorcee or widowed daughter provided such a divorcee/widowed daughter was dependent upon and was living with the deceased Government Employee.
- iii) The anomaly of eligible family member has now been removed by taking into account cases of deceased Government employee who was (a) unmarried (b) divorcee. Family in such cases has been elaborately defined.
- iv) Definition of "dependent" has been repealed by definition of "eligible family member". This has been done so as to categories the eligible

family member for (a) a deceased Government employee who was married (b) a deceased Government employee who was unmarried and (c) a deceased Government employee who was a divorcee.

- v) For the purpose of Compassionate financial assistance, degree of assistance to be divided among (a) surviving spouse (b) children of deceased Government employee and (c) surviving parents has been provided for.
- vi) In the old rules 2003, the option was to be exercised by an eligible family member of the deceased Govt. employee within 3 years from the date of death. Now this period has been fixed at 4 years from the date of death. Rules have been amended to enable an eligible family member to exercise the option for Compassionate appointment/financial assistance within 6 months from the date death of the Govt. employee.
- vii) It has been made mandatory to maintain a list of eligible family members, who have applied within a period of 6 months with a period of 3 years as earlier. On expiry of this period without given to seek financial assistance within a period of 3 months of the expiry of the validity of the list.
- viii) The authority for deciding upon issue of Compassionate appointments, as also for Compassionate assistance is the Head of Department.
- ix) Upper age of eligible family member for seeking ex-gratia appointment of Compassionate grounds shall now be 35 years and in the case of eligible family member belonging to a reserve category, such upper age limit shall be as may be determined by the Govt. from time to time.
- x) In the previous Rules of 2003, there was a provision for payment of financial assistance to the extent of Rs. 2.50 lacs in those cases where the dependent of the deceased Government employee was not eligible for appointment under the provisions of the relevant recruitment rules, the prescribed educational qualification and the lower/upper age limit. Now a similar provision has been incorporated in the new Rules, 2005 whereby such dependents would be eligible for an assistance of Rs. 5 lacs.

A copy of the "Haryana Compassionate Assistance to Dependents of Deceased Government Employees Rules, 2005 notified vide No. G.S.R.17/Const./Art/309/2005, dated 18.11.2005 published in Govt. Gazette dated 18.11.2005 is enclosed herewith for necessary action.

It is clarified that option once exercised in regard to rule 4(1) (a) of these Rules, 2005 shall be final and Ex-gratia appointment will be provided to dependent only for whom first option has been exercised. As per provisions contained in Rule 12 (b) of these new Rules 2005, each department have to nominate one or more Welfare Officer(s) who will meet the members of family

of the deceased Government employees immediately of the demise to advise and assist the family in obtaining the ex-gratia Compassionate assistance under these Rules. The applicant shall be called in person at the very first instance and will be advised in person about requirement/formalities to be completed by him/her. Accordingly, you are requested to nominate the Welfare Officer(s) of your department immediately, under intimation to the Government. The concerned Head of Department shall review status of such applications once every month to consider cases received during the previous month. Even the applicant may be granted personal hearing by him, if necessary, for better appreciation of the facts of the case.

You are requested to bring these Rules to the notice of all concerned officers/officials under your kind control for strict compliance. Clarification required if any, may be sought from this office through concerned Administrative Department.

Receipt of this communication may be acknowledged.

Yours faithfully,

Sd-
Under Secretary Protocol,
For Chief Secretary to Government Haryana.

A copy alongwith the copy of rules is forwarded to the following for information & necessary action: -

- 1) All the Financial Commissioners & Principal Secretaries to Government, Haryana.
- 2) All the Commissioner & Secretaries to Government, Haryana.
- 3) Senior Secretaries/Secretaries/Private Secretaries to Chief Minister/Ministers.

sdf
Under Secretary Protocol,
For Chief Secretary to Government Haryana.

To

- 1) All the Financial Commissioner & Principal Secretaries to Government, Haryana.
- 2) All the Commissioners & Secretaries to Government, Haryana.
- 3) Senior Secretaries/Secretaries/Private Secretaries to Chief Minister/Ministers.

U.O.No. 16/88/2004-5GSII

Dated Chandigarh, the 30.11.2005

No. 16/88/2004-5GSII

Dated Chandigarh, the 30.11.2005

A copy alongwith a copy of the rules is forwarded to all M.Ds/C.A.s. of Boards/ Corporations in the State of Haryana for information & necessary action.

2. They are advised to consider adoption of these rules.

Sd-
Under Secretary Protocol,
For Chief Secretary to Govt., Haryana

**HARYANA GOVERNMENT
GENERAL ADMINISTRATION DEPARTMENT**

Notification

The 18th November, 2005

No. G.S.R. 17/Const./Art. 309/2005. - In exercise of the powers conferred by the proviso to article 309 of the Constitution of India the Governor of Haryana hereby makes the following rules to regulate the compassionate assistance by way of ex-gratia financial assistance or ex-gratia appointment on compassionate grounds to members of the family of a deceased Government employee who dies while in service/missing Government employee, namely: -

1. (1) These rules may be called the Haryana Compassionate Assistance to the Dependents of Deceased Government Employees Rules, 2005.

Short title and Commencement

(2) They shall come into force with immediate effect.

2. The object of the rules is to assist the family of a deceased/missing Government employee in tiding over the emergency situation, resulting from the loss of the bread-earner by giving either of the following options.

Object of rules

i. Ex-gratia appointment of compassionate grounds to an eligible member of the family who was "completely dependent" on the deceased/missing Government employee and is in extreme financial distress due to the loss of the deceased/missing Government employee who dies/misses in "harness", subject to availability of a post within 5% direct recruitment quota as prescribed under rule 9 hereinafter; or.

ii. Ex-gratia compassionate financial assistance to the family of the deceased, over and above all other service benefits, to be paid @ Rs. 5 lacs, in cases where the family of the deceased does not opt for ex-gratia employment or where no such appointment can be offered within a period of three years from the date of making of an application by the eligible dependant member of the deceased Government employee, or

iii. Ex-gratia compassionate financial assistance to the family of the deceased Government employee, who had attained the age of 55 years or more on the date of death, over and above all other service benefits, to be paid @ Rs. 5.00 lacs. If the Government employee dies at the age of 55 years or thereafter, his family shall not be eligible for ex-gratia employment.

3. In these rules, unless the context otherwise requires: -

Definitions

(a) "Appointing authority" means the Head of Department, where the deceased Government employee was working;

(b) "Compassionate financial assistance" means the financial assistance to the tune of Rs. 5 lacs, provided as ex-gratia assistance over and above all other service benefits to the completely dependent members of the indigent family of the deceased as provided hereinafter;

- (c) "Competent authority" means the Head of the concerned department where the deceased/missing employee was serving;
- (d) "Deceased Government employee" means a Government employee-
- (i) Appointed on regular basis, and not working on daily wages, casual, apprentice, work charged, adhoc, contractual or re-employment basis; and
 - (ii) Who has served the Government for at least 3 years;
- (e) "Eligible family member" seeking ex-gratia appointment on compassionate grounds means,-
- (i) In case of deceased Government employee being married-
 - (a) The surviving spouse; or
 - (b) Unmarried son/unmarried /divorced/widowed daughter. In case of conflict of interest between son/daughter, such member shall be son/daughter, in whose favour, option is exercised in writing by the surviving spouse of the deceased Government employee.
 - (ii) in case of deceased Government employment being unmarried; brother/sister, not above the age of 35 years;
 - (iii) in case of deceased Government employee a divorcee:-
 - (a) Unmarried son/unmarried, divorcee or widowed daughter, not above the age of 35 years; or
 - (b) brother/sister;
 - (iv) in case, if such member belongs to reserved category, having such upper age limit as may be determined by the Government from time to time.
- (f) "Eligible family member" seeking ex-gratia compassionate financial assistance shall be entitled to such assistance in the following proportion, namely:-
- | | |
|--|-----|
| (i) Surviving spouse | 50% |
| (ii) Children excluding married daughter | 25% |
| (iii) Surviving parents | 25% |
- If however, the children were minor, then, the share of the children would be disbursed of the spouse of the deceased Government employee, if his/her parents do not survive then, in such eventuality, their 25% share shall fall to the spouse;
- (g) "family" means-
- (i) Spouse of the deceased Government employee or missing Government employee;

- (ii) son [including adopted son subject to the proof of adoption as envisaged in the Hindu Adoption and Maintenance Act, 1956 (78 of 1956)], till he attains the age of 35 years;
 - (iii) unmarried daughter [including adopted daughter subject to the proof of adoption as envisaged in the Hindu Adoption and Maintenance Act, 1956 (78 of 1956)] as also divorcee or widowed, provided the divorcee/widowed daughter was dependant on the deceased and living with the deceased or his family, till she attains the age of 35 years;
 - (iv) parents of the deceased Government employee, who were dependant on the deceased Government employee;
 - (v) in the eventuality of deceased Government employee being unmarried, brother/sister, not above the age of 35 years. In case of conflict of interest between brother and sister, brother/sister in whose favour option in writing is exercised by both the parents of the deceased Government employee, shall be considered the eligible family member;
 - (vi) in the eventuality of the deceased Government employee being a divorcee, unmarried son/unmarried, divorced or widowed daughter, not above the age of 35 years;
- (h) "form" means form appended to these rules;
 - (i) "Government" means the Government of Haryana in the Administrative Department;
 - (j) "Head of the Department" means the head of the department in which the deceased/missing Government employee was serving;
 - (k) "indigent family" means where the family of the deceased/missing Government employee is completely dependent upon him/her and deserve immediate assistance for relief from destitution and whose income does not exceed Rs. 6000/- (Six thousand rupees) per month excluding the family pension;
 - (l) "missing Government employee" means a person who is in Government service and not traceable for the last seven years and whose whereabouts are not known; and
 - i. an FIR to this effect has been lodged with the police; and
 - ii. the "appointing authority" feels that the case is genuine;
 - (m) "option" means the option exercised voluntarily by the eligible family member of the deceased/missing Government employees;
 - (n) "orphan" means a child who has previously lost one parent and has become an orphan upon the demise of the Government employees;
 - (o) "state" means the State of Haryana;
 - (p) "service" means service on a civil post and shall not include extension in service or re-employment;

(q) "welfare Officer" means the office incharge of establishment of the concerned department, so re-employment;

4. (1) An eligible family member of the deceased/missing Government employees shall give in writing his/her preference of option, within 6 months from the date of death of the Government employee, for one of the following:-

Option

(a) ex-gratia appointment on compassionate grounds to a member of the family who was "completely dependent" on the deceased employee and is in extreme financial distress due to the loss of the deceased, namely, the Government employee who dies in "service";

or

(b) ex-gratia compassionate financial assistance to the family of the deceased, over and above, all other service benefits like ex-gratia grant due to his/her family, to be paid @ Rs. 5 (five) lacs in case of the family of the deceased not opting for ex-gratia employment (Rs. 5.00 lacs if the deceased Government employee was of the age of 55 years or above, on the date of death); if the Government employee dies at the age of 55 years or thereafter, his family shall not be eligible for ex-gratia appointment.

(2) Exercise of option shall be permitted only once and shall not be changed, once exercised.

5. An eligible family member of the deceased/missing Government employee shall make an application in Form A or Form B for ex-gratia appointment on compassionate grounds or ex-gratia compassionate financial assistance, as the case may be.

Submission of
Application

6. (1) The Head of the concerned department where the deceased/missing Government employee was employed, is competent to give appointment/provide compassionate financial assistance to the completely dependent indigent eligible family member of the deceased/missing Government employee.

Competent
Authority

(2) The Head of the department shall prepare a list of such eligible family members, who have applied within the stipulated period of 6 months. The names of the eligible family members shall be arranged with reference to the date of death of the deceased/missing Government employee. The name of the eligible family member shall remain on the list for a period of 4 years from the date of death and appointments will be given by the department strictly in accordance with the seniority so maintained.

(3) The validity of the name of the eligible family member on the list shall lapse after 4 years from the date of death.

(4) The dependent of the deceased Government employee can exercise his preference with regard to option as contained in clause (b) of sub-rule (1) of rule 4 of these rules within a period of three months after the expiry of the validity of the list prepared by the department, if no post exist in the department for ex-

gratia appointment. Such a family of the deceased Government employee shall be disbursed the amount of financial assistance within a period of ninety (90) days of the exercise of option under clause (b) of sub-rule (1) of rule 4 or under this sub-rule, as the case may be, failing which, the amount would carry interest @ 5% p.a.

Explanation- for the purpose of counting the period of four years, any delay caused on account of negligence of an officer/official of the Government can be excluded, provided the delay so caused was on account of such negligence and not on account of normal processing of the case.

7. (a) The appointment under these rules shall be confined to Group C and Group D posts only.

**Post to which
appointment
can be made**

(b) Status of the deceased employee or the higher qualification of the dependent shall be no criteria for giving appointment.

(c) The appointment being offered shall be at least one step lower than that of the post of the deceased/missing Government employee, except in cases where the deceased/missing Government employee was working at the lowest level in Group D post. However, in the case of deceased/missing Government employee, who was working at the lowest level in Group C such as Junior Engineer, JBT teacher, Pharmacist, Driver, Patwari etc. whose pay scale is higher than that of Clerk, where one step lower post does not exist, in that case, the post of clerk or its equivalent shall be offered;

Provided that while giving the post under these rules only the substantive/officiating post on which the deceased/missing Government employee was working is to be considered and not the pay scale of the deceased.

8. The criteria for eligibility under these Rules shall be as under: -

Criteria of eligibility

(a) The family is indigent and deserves immediate assistance for relief from financial destitution and dependent upon the deceased/missing Government employee.

(b) The monthly income of the family shall not exceed Rs. 6000/- per month, from all sources other than family pension. For this purpose, the income of the entire family of the deceased/missing Government employee will be taken into account and not just the income of the dependent who has applied for appointment on compassionate grounds.

(c) The applicant for appointment should be eligible and suitable for the post in all respects under the provisions of the relevant recruitment rules.

(d) Where spouse of the deceased/missed Government employee is already in Government service, no other dependent member shall be eligible for appointment or ex-gratia compassionate financial assistance.

(e) Married son of the deceased/missed Government employee will be eligible only if no other member of the family is eligible for Government service and his spouse is not already in Government

service and unmarried eligible dependent is not willing to join service and gives an affidavit to this effect.

- (f) The prescribed educational qualifications and lower/upper age limits shall not be relaxed for appointment.
- (g) In case the dependent of the deceased/missed Government employee is not eligible for appointment on any ground mentioned in clauses (c) and (f) of this rule, the family member shall be given ex-gratia assistance of Rs. 5.00 lacs.

9. (a) Appointments under these rules shall be made only on regular basis and that too only, if regular posts meant for that purpose are available.

Determination/
Availability
of posts.

(b) Appointments under these rules can be made up to a maximum of 5% of sanctioned posts (falling under direct recruitment quota) in Group C and D categories to be determined by the Head of the Department on the 31st of March of each year. The appointing authority may hold back upto 5% of posts in the aforesaid categories to be filled by direct recruitment through Staff Selection Commission or otherwise, so as to fill such posts by appointment on compassionate grounds.

(c) A person selected for appointment on ex-gratia basis shall be adjusted in the recruitment roster against the appropriate category viz. Scheduled Caste/Scheduled Tribes/Backward Classes/General depending upon the category to which he/she belongs.

10. Appointments under these rules are exempted from observance of the following requirements: -

Exemption

- (a) Recruitment procedure i.e. without the agency of the Staff Selection Commission or the Employment Exchange.
- (b) The ban on filling up of posts issued by the Finance Department.

11. The cases of missing Government employees re covered under these rules for appointment, subject to the following conditions: -

Ex-gratia
appointment in
case of missing
Government
employee

- (a) The benefit of appointment with regard to missing Government employee shall be granted only after a lapse of seven years from the date from which the Government employees is missing and an F.I.R. has been lodged to this effect.
- (b) This benefit will not be available in the case of a Government employee-
 - (i) who had put in such years of service as entitle him/his family to draw pensionary benefits or the age of 55 years, whichever is earlier, on the date from which he has been missing; or
 - (ii) who is suspected to have committed fraud, or suspected to have joined any terrorist organization or suspected to have gone abroad.
- (c) Appointment in the case of a missing Government employee would not be a matter of right and it will be subject to fulfillment

of all the conditions, including the availability of vacancy, laid down for such appointment under these rules.

(d) While considering such a request, the results of the police investigation shall also be taken into account.

12. (a) The proforma as in Form C may be used by departments for ascertaining necessary information and processing the cases of ex-gratia appointment.

Procedure

(b) Each Department may nominate one or more Welfare Officer(s). The "Welfare Officer" shall meet the members of the family of the deceased/missing Government employee immediately upon the demise to advise and assist the family in obtaining ex-gratia compassionate assistance under these rules. The applicant shall be called in person at the very first instance and advice in person about the requirements and formalities to be completed by him/her.

(c) An application for appointment is to be considered in the light of these rules. The concerned Head of Department shall review the status of applications once every month to consider cases received during the previous month. The applicant may also be granted personal hearing by the concerned Head of the Department, if necessary, for better appreciation of the facts of the case.

(d) The cases of compassionate financial assistance and ex-gratia appointments shall be processed and decided expeditiously as far as possible.

13. A person appointed under these rules shall give an undertaking in writing as in Form D that he/she will maintain all the other members who were completely dependent on the deceased/missing Government employee; and in case it is proved subsequently, that the family members are being neglected or, are not being maintained by him/her, his/her appointment may be terminated forthwith. A condition to this effect, shall also be inserted in his/her appointment letter.

**Undertaking
by way of an
affidavit**

14. (a) Once an appointment has been offered to the dependent of a deceased Government employee, no request for change of post shall be entertained with respect to any other post or department under any circumstance. In case the offer is not acceptable to him/her, no further claim shall be entertained.

**No entertainmen
request for chan
in post/departme**

(b) When a person has been appointed under these rules to a particular post, the set of circumstances, which led to such appointment, shall be deemed to have ceased to exist.

Therefore: -

- (i) he/she should strive his/her career like his/her colleagues for future advancement and any request for appointment to any higher post on considerations of compassion are to be rejected;
- (ii) any appointment made under these rules shall not be transferred to any other person and any request for the same

on considerations of compassion shall invariably be rejected.

15. (a) The inter-se seniority of persons so appointed may be fixed in their respective cadre with reference to their date of appointment. Their interpolation with the direct recruits/promotees may also be made with reference to their dates of appointment without disturbing the inter-se seniority of direct recruits/promotees.

Seniority

(b) Date of joining by a person so appointed shall be treated as the date of his/her regular appointment.

16. (a) Appointments made under these rules shall be done in such a way that persons appointed to the posts have the essential educational/technical qualifications, age and experience required for the post consistent with the requirement of maintenance of efficiency of administration.

General

(b) Appointment shall not be denied or delayed merely on the ground that there is re-organization in the department/office. It shall be made available to the person concerned, if there is a vacancy meant for such appointment and he or she is found eligible and suitable for such appointment.

(c) Appointment under these rules will have precedence over absorption of surplus employees and regularization of daily wage/casual workers with/without temporary status.

(d) The dependent of the deceased employee shall be required to apply for appointment within 6 months of the death of the employee. He/she shall be eligible within this period with respect to the requirement of recruitment rules. The claim of the dependent of deceased Government employees regarding his/her appointment will be considered on the basis of circumstances prevailing on the date of death of Government employee or on the date of application of the dependent, which shall strictly be within six months of the date of death of the employee. It shall be ensured that the dependent who is offered regular employment satisfies the eligibility criteria at the time of offering employment.

17. If any doubt arises relating to the application, interpretations and scope of these rules, it shall be referred to the Government in the department of General Administration (In General Services-II Branch) whose decision thereon shall be final.

Removal of doubts

18. (1) As a special case in exceptional circumstances, any provision of these rules shall be relaxed by the Government in the case of extraordinary hardship to the family of deceased Government employee at the level of Chief Minister, Haryana.

Relaxation

(2) As a special case, rules shall be relaxed in the case of the children who have become orphan upon the demise of the Government employee in regard to minimum age only. The claim of appointment of such orphans shall remain alive till one child has attained majority/minimum eligible age for entry into Government service.

19. (1) The Haryana Compassionate Assistance to the Dependents of Deceased Government Employees Rules, 2003 which are in force immediately before the commencement of these rules are hereby repealed:

Repeal and save

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

(2) Pending cases of all those deceased Government employees whose family members are eligible under the rules so repealed, shall be disposed of in accordance with the old rules at the commencement of new rules.

FORM A

(See rule 5)

Application form for employment under ex-gratia Scheme.

PART-A

1. Name of the deceased/missing Government employee:
2. Date of birth of deceased/missing Government employee:
3. Date of joining of deceased/missing Government employee:
4. Date of death of deceased Government employee (with proof):
5. Date of missing employee (with proof):
6. Full information of Applicant:
 - (a) Name:
 - (b) Address:
 - (c) Relation with the deceased/missing Government employee:
 - (d) Whether fully dependent on the deceased/missing Government employee? If yes, proof thereof:
 - (e) Source of income:
 - (f) Whether employed or unemployed?
 - (g) If employed in any Government or Semi Government office, name of the office and Basic Pay.
 - (h) Whether suffering from any chronic disease or Physically handicapped?

7. Information about the dependents of the deceased/missing Government employee: -

Name	Age	Full Address (if in Government service name of office)	Source of Income/ details of Government/ private service	Monthly Income	Details of movable/ immovable property and monthly income	Any other information
1	2	3	4	5	6	7

- (a) Widow/Husband
 - (b) Son (unmarried)
 - (c) Unmarried daughters
 - (d) Mother/father dependent on the deceased/missing Government employee.
8. General financial position of the family (this information is to be given in affidavit proforma).

9. Member of the deceased/missing Government employee's family who opts for Government service: His educational qualifications and other information.
10. Any another related information, if any.
11. If the job is given under this scheme, and affidavit is to be enclosed by other family members that they shall not claim further appointment under this scheme.

Place:
Date:

Signature of the applicant and
Address.

FORM B
(See Rule 5)

Application form for compassionate financial assistance

1. Full information of the deceased/missing Government employee-
 - (i) Name :
 - (ii) Date of Birth :
 - (iii) Date of Joining of employee :
 - (iv) Date of death (with proof) :
 - (v) Date of missing :
 - (vi) Designation and pay scale :

2. Full information of Applicant-
 - (i) Name :
 - (ii) Full Address :
 - (iii) Relation with the deceased/missing :
Government employee
 - (iv) Detailed information regarding
Dependents of deceased/missing
Government employee :

Sr. No.	Name	Relation	Age/Date of birth	Occupation	Married/ unmarried
---------	------	----------	-------------------	------------	-----------------------

3. Monthly income of family from all sources.
4. Any other information.

Place:
Date:

Signature of the applicant

PART-B

(This affidavit is to be typed on stamp paper of Rs. 3/-, which is to be attested by 1st class Magistrate).

AFFIDAVIT

I, _____ son of Shri _____ resident of (Village/Name of City) _____ tehsil _____ district _____ solemnly affirm and declare as under:-

- (1) The following property was with my husband/father and with the members of his family at the time of his death.
 - (a) Detail of deposit in bank/post office:
 - (b) Amount of General Life Insurance and income on other investments:
 - (c) Cash/jewellery:
 - (d) Details of movable/immovable property and other investments.
 - (e) If any amount is received from ex-gratia policy, details of the same.
2. Family members who are in Government service
(Income in each case be mentioned.)

Name of member and relation with deceased	Age	Whether married or unmarried	Detail of job and monthly income
---	-----	------------------------------	----------------------------------

3. The following are the sources of income of family members:-
 - (a)
 - (b)
 - (c)
4. I was fully dependent on the deceased/missing Government employee.

DEPONENT

Verification

I further hereby declare that the information given in the application form under the ex-gratia scheme and in the affidavit is correct and true to the best of my knowledge and belief and nothing has been concealed therein.

Place:
Date:

DEPONENT

FORM C

(See rule 12)

(This form is to be filled in by Head of Department)

1. Name of the deceased/missing Government employee:
2. Date of birth of deceased/missing Government employee:
3. Date of joining of deceased/missing Government employee:
4. Date of missing of Government employee:
5. Designation/Pay Scale and place of posting of deceased/missing Government employee:
6. Date of death of Government employee (with proof):
7. Whether the deceased/missing Government employee was regular?
8. Which member of the family is recommended for the employment?
9. Post on which the applicant is recommended for appointment:
10. Class and pay scale of the post:
11. Details of qualifications for the post on which the appointment is given by the Department:
12. Details of the qualifications of the applicant:
13. Whether the post is vacant with the Department:
14. Whether relaxation is to be given in rules/qualification? Details thereof:
15. Application for the employment (in Form A) and affidavit (Part B) is attached in original.
16. Date on which the application for the employment was given to the Department. (Application in original be sent)
17. Category to which applicant belongs:
(General category or reserved category)
18. Any other information:

Place:
Date:

Signature of the Head of Department
with seal

FORM D
(See rule 13)
AFFIDAVIT

I, _____, son/daughter of late Shri/Shrimati
_____, aged _____ years, resident of village and post
office _____ thesil _____, district
_____, do hereby solemnly affirm and declare as under:-

I hereby declare that I shall maintain properly all the members of family who
were dependent on the deceased/missing Government employee and in case it is
proved at any time that the said family members are being neglected or not being
properly maintained by me, my service may be terminated and I shall have no
claim whatsoever, against the Government

Place:
Date:

DEPONENT

Verification

I further hereby declare that the information given in the application form
under the ex-gratia scheme and in the affidavit is correct and true to the best of
my knowledge and belief and nothing has been concealed therein.

Place:
Date:

DEPONENT

MEENAXI ANAND CHAUDHRY,
Chief Secretary to Government, Haryana.

HARYANA POWER GENERATION CORPORATION LTD.

Regd. Office: Shakati Bhawan, Sector-6, Panchkula.

From

The Chief Engineer/Admn.,
HPGCL, Panchkula

To

1. All Chief Engineer's in HPGCL,
2. Secy, BBMB, Chandigarh
3. Director Medical Services, HVPNL, Panchkula
4. All FA & CAO's, in HPGCL
5. All Sr. AOs in HPGCL
6. IG Vigilance HVPNL, Panchkula
7. LR, HVPNL, Panchkula.
8. All Dy. Secretary/Under Secretary/Admn. Officer in HPGCL
9. All Sectional Heads in HPGCL, Panchkula.
10. CLWO/ LWO/PRO, HPGCL, Panchkula.

Memo No Ch-26/CE/Admn./GB-51
Dated: 9/6/2006


Subject:- 1. The Haryana Compassionate Assistant & Employment to the dependent of Deceased Government Employees Rules, 2003
2. Amendment in Haryana Compassionate Assistance to the dependent of Deceased Government employees Rules, 2003.

The Board of Director, HPGCL, Panchkula in its meeting held on 19/5/2006 approved the adoption of State Govt. Circular No 16/138/2001-5GSII Dated 19/2/2004 and 16/88/2004-5GS/Idated 20/12/2004

However a copy of the state Govt. Circular dated 19/2/2004 and 20/12/2004, along with its notification dated 17/12/2004 is sent herewith for reference and record.

You are, therefore, requested to bring these instructions to the notice of all concerned for strict compliance.

DA/As above.


Superintendent/Genl.
for CE/Admn., HPGCL,
Panchkula

CC:-

- 1 The Company Secretary, HPGCL, Panchkula for information with reference to his memo No 2. CS/HPGCL/48BM/ dated 26/05/2006
- 2 SPS to Managing Director/ Director, HPGCL, Panchkula.
- 3 PA to CE/Admn, HPGCL, Panchkula.

No. 16/138/2001-5GSII

From

The Chief Secretary to Government Haryana.

To

1. All Heads of Departments in Haryana.
2. Commissioners (Ambala, Hisar, Rohtak and Gurgaon Divisions).
3. The Registrar Punjab and Haryana High Court, Chandigarh.
4. All the Deputy Commissioners and Sub Divisional Officers (Civil) in Haryana.
5. The Registrars Maharishi Dayanand University Rohtak/Kurukshetra University, Kurukshetra/Ch. Charan Singh Haryana Agriculture University Hisar/ Guru Jambheshwar University Hisar/ Ch. Devi Lal University (Sirsa).
6. All the M.D.s/CAs of Boards/Corporations in Haryana.

Dated Chandigarh, the 19.02.2004

Subject: The Haryana Compassionate Assistance & Employment to the Dependents of Deceased Government Employees Rules 2003.

Sir,

I am directed to refer to the Government notification date 28.02.2003, which was published in Haryana Government Gazette dated 04.03.2004, wherein "The Haryana Compassionate Assistance & Employment to the Dependents of Deceased Government Employees Rules, 2003, were notified. These rules have further been amended by the Government vide notification dated 10.02.04 as circulated vide letter no. 16/138/2001-5GSII dated 11.02.04.

2. The matter has further been examination and it has now been decided that those dependents of deceased Government employees whose cases were rejected between 4th March, 2003 and 10th February 2004 due to the provisions of rule 8 (c), 8 (f), 8(g) and 16 (a) of the rules notified vide notification dated 28.02.03 such as non-fulfilling the educational qualification age limit etc. will now be considered/given financial assistance under the amended rules 2(iii) and 8(f) as amended vide notification dated 10.02.04 which read as under:-

"2(iii) ex-gratis compassionate financial assistance to the family of the deceased govt. employee to be paid at the rate of Rupees 2.5 lacs in case where the Government employee dies in harness at the age of 55 years or thereafter".

"8(f) in case the dependent of the deceased Government employee is not eligible for appointment on any ground mentioned in clauses (c) and (g) of this rule and 16(a), the family member shall be given ex-gratia assistance of Rupees 2.5 lacs".

3. This issues with the concurrence of Finance Department conveyed vide their U.O. No. 1/2/10/03 2FR dated 19.02.2004.

4. The circular may kindly be brought to the notice of all concerned officers/officials under your kind control for your strict compliance. The receipt of this communication may kindly be acknowledged.

Yours faithfully
Sd/-
Under Secretary/Protocol,
For Chief Secretary to Government, Haryana.

A copy of the forwarded to the following for information and necessary action: -

1. All the Financial Commissioners & Principal Secretary to Govt. Haryana.
2. All the Administrative Secretaries to Government Haryana.
3. Senior Secretaries/Secretaries/Private Secretaries to Chief Minister/ Ministers/ State Ministers/ Chief Parliamentary Secretary.

Yours faithfully
Sd/-
Under Secretary/Protocol,
For Chief Secretary to Government, Haryana.

To

1. All the Financial Commissioners & Principal Secretary to Govt. Haryana.
2. All the Administrative Secretaries to Government Haryana.
3. Senior Secretaries/Secretaries/Private Secretaries to Chief Minister/ Ministers/ State Ministers/ Chief Parliamentary Secretary.

U. No.No. 16/138/2001/5GSII

Dated: 19.02.04

A copy is forwarded to the Financial Commissioner and Principal Secretary to Govt. Haryana, Finance Department w.r.t. his U.O. NO. 1/2/10/03-LF&SI dated 19.02.04 for information and necessary action.

Yours faithfully
Sd/-
Under Secretary/Protocol,
For Chief Secretary to Government, Haryana.

To

Financial Commissioner and Principal Secretary to
Government, Haryana Finance Department (F.R.II. Br)

U.No No. 16/138/2001/5GSII

Dated: 19.02.04

From

The Chief Secretary to Government, Haryana

To

1. All the Heads of department in Haryana.
2. Commissioners, Ambala, Hisar, Rohtak and Gurgaon Division.
3. The Registrar Punjab and Haryana High Court
4. All the Deputy Commissioners and SDO(Civil) in Haryana.
5. The Registrars Maharishi Dayanand University, Rohtak, Kurukshetra University, Kurukshetra Ch. Charan Singh, Haryana Agriculture University Hisar, Guru Jambheshwar University, Hisar and Ch. Devi Lal University (Sirsa).

Dated Chandigarh the 20th December, 2004.

Sub: Amendment in Haryana Compassionate Assistant to the Dependents of Deceased Government Employees Rules, 2003.

Sir,

I am directed to invite your kind attention to the subject cited above and to send a copy of amendment made in Haryana Compassionate Assistance to the Dependents of Deceased Government Employees Rules, 2003 vide Notification No. G.S.R.39/Const./Art 309/2004 dt. 17.12.2004 for necessary action.

2. You are requested to bring this amendment to the notice of all concerned officers/officials under your control for strict compliance.
3. the receipt of this communication may kindly be acknowledged.

Yours faithfully

Sd/-

For Chief Secretary to Government, Haryana.

A copy each is forwarded to the following for information and necessary action: -

1. All the Financial Commissioners & Principal Secretary to Government Haryana.
2. All the Administrative Secretaries to Government Haryana.
3. Senior Special Private Secretaries/Senior Private Secretaries/Private Secretaries to Chief Minister/ Ministers/ State Ministers/ Chief Parliamentary Secretary.
4. All Superintendents/Deputy Superintendents of Haryana Civil Secretariat and F.C. Office.

Yours faithfully

Sd/-

For Chief Secretary to Government, Haryana.

To

1. All the Financial Commissioners & Principal Secretaries to Government Haryana.
2. All the Administrative Secretaries to Government Haryana.
3. Senior Special Private Secretaries/Senior Private Secretaries/Private Secretaries to Chief Minister/ Ministers/ State Ministers/ Chief Parliamentary Secretary.
4. All Superintendents/Deputy Superintendents of Haryana Civil Secretariat and F.C. Office.

U.O. No. 16/88/2004-5GSII
Endst. No. 16/88/2004

Dated Chandigarh, the 20.12.2004
Dated Chandigarh, the 20.12.2004

(Authorised English Translation)

HARYANA GOVERNMENT
GENERAL ADMINISTRATIVE DEPARTMENT

Notification
The 17th December, 2004

No. GSR 39/Const./Art-309/2004- In exercise of the power contended by the provide to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules further to amend the Haryana Compassionate Assistance to the Dependents of Deceased Government Employee Rules 2003 namely:-

1. (1) These rules may be called the Haryana Compassionate Assistance to the Dependents of Deceased Government Employees (Second Amendment) Rules 2004.
- (2) They shall come into force with immediate effect.
2. In the Haryana Compassionate Assistance to the Dependents of Deceased Government employees Rules, 2003 in rule 3 in clause (a) in sub clauses (ii) and (iii) for the figures "25" the figures "30" shall respectively be substitute.

SUNIL AHUJA
Chief Secretary to Government Haryana

HARYANA POWER GENERATION CORPORATION

From

The Chief Engineer/Admn.,
HPGCL, Panchkula.

To

1. All Chief Engineer's in HPGC
2. Secretary/BBMB Chandigarh
3. I.G/V&S HPGC Panchkula
4. Director Medical Services, HVPNL Panchkula
5. LR/HVPNL Panchkula
6. FA&CAO/HQ HPGC, Panchkula
7. CPRO/PRO/HPGC, Panchkula/Panipat
8. Dy.Secy's/Under Secy's in HPGCL, Panchkula
9. All Sr.A.O's in HPGCL
10. All Sectional Heads in HPGCL, Panchkula

Memo No.10/CE/Admn./GB-47

Dated: 19.09.2006

Sub: Providing of compassionate assistance to the dependents of deceased Government employees-new rules of grant in the "Haryana Commissionate Assistant to the Dependents of Deceased Government Employees" Rules, 2006.

Board of Directors in its meeting held on 31.8.2006 has approved the adoption of State Government circular no.36/33/2005/5GSII dated 3.8.2006 and notification No.GSR-19/Const/Art.309/2006 dated 1.8.2006. A copy of the same is enclosed herewith for necessary action.

You are requested to bring these instructions to the notice of all concerned for strict compliance.

W/As above

P. S. S. S.
Under Secretary/Estt.
For Chief Engineer/Admn.
HPGCL, Panchkula

CC:-

1. Company Secy. HPGCL, Panchkula w.r.t. his office memo No.Ch.6/CS/HPGCL/50BM dated 7.9.2006 for information please.
2. Sr.P.S. to Managing Director/Director/Generation. HPGCL, Panchkula
3. P.S. to Chief Engineer/Admn. HPGCL, Panchkula

No. 31/33/2005-5GSII

From

The Chief Secretary to Government Haryana.

To

1. All Heads of Departments in Haryana.
2. Commissioner, Ambala, Hisar, Rohtak and Gurgaon Divisions.
3. The Registrar, Punjab & Haryana High Court.
4. All Deputy Commissioners and Sub Divisional Officers (Civil) in Haryana.
5. The Registrars, MDU Rohtak/K.U. Kurukshetra/ Ch. Charan Singh H.A.U. Hisar/G.J.U. Hisar/Ch. Devilal University (Sirsa).

Dated Chandigarh, the 28.2.2006

Subject:

Providing of compassionate assistance to the dependents of deceased Government employees-new rules of grant in the "Haryana Compassionate Assistance to the Dependents of Deceased Government Employees" Rules, 2006.

Sir,

I am directed to say that Government has notified "Haryana Compassionate Assistance to the Dependents of Deceased Government Employees Rules, 2006", to grant compassionate assistance by way of Ex-gratia financial assistance on compassionate grounds to the members of the families of deceased Government employees who die while in regular service/missing.

2. A copy of the Haryana compassionate assistance to the dependents of deceased Government employees new Rules, 2006 (Hindi and English) notified vide No. GSR.19/Const./AR1/309/2006, dated 1.8.2006 published in Government Gazette dated 1.8.2006 is enclosed herewith for necessary action.

3. You are, requested to bring these new rules to the notice of all concerned officers/officials under your kind control for strict compliance.

4. The receipt of this communication may kindly be acknowledged.

Yours faithfully,

Jatlaul 2/8
Superintendent General Services-II
for Chief Secretary to Government Haryana.

A copy alongwith the copy of rules is forwarded to the following for information & necessary action:-

- 1) All the Financial Commissioner & Principal Secretary to Government, Haryana

G/S

- 2) All the Administrative Secretaries to Government, Haryana.
- 3) Senior Secretaries/Secretaries/Private Secretaries to Chief Minister / Ministers/State Ministers/Chief Parliamentary Secretary.

Sat Paul 3/8/06
 Superintendent General Services-II
 for Chief Secretary to Government Haryana.

To

- 1) All the Financial Commissioner & Principal Secretary to Government, Haryana
- 2) All the Administrative Secretaries to Government, Haryana.
- 3) Senior Secretaries/Secretaries/Private Secretaries to Chief Minister / Ministers/State Ministers/Chief Parliamentary Secretary.

U.O.No. 36/3/2005-5GSII
 No. 36/33/2005-5GSII

Dated Chandigarh, the 3.8.2006
 Dated Chandigarh, the 3.8.2006

A copy alongwith a copy of the rules is forwarded to all M.Ds/C.A.s of Boards/Corporations in the State of Haryana for information & necessary action.

2. They are advised to consider adoption of these new rules for giving financial assistance to the family of the deceased employee of their Board/Corporation.

Sat Paul 3/8
 Superintendent General Services-II
 for Chief Secretary to Government Haryana.

A copy alongwith a copy of these new Rules each in Hindi and English is forwarded to the Financial Commissioner & Principal Secretary to Government Haryana, Finance Department with reference to their letter No. 11/10/97-5-G-II/1524, dated 12.7.2006. He is requested to take appropriate action regarding amendment in CSR Vol.II, Part-II in view of the provisions of Rule 5(2) of these Rules.

Sat Paul 3/8
 Superintendent General Services-II
 for Chief Secretary to Government Haryana.

To

The Financial Commissioner & Principal Secretary to Government Haryana, Finance Department.

U.O.No. 36/33/2005-5GSII

Dated Chandigarh, the 3.8.2006

[Authorised English Translation]

HARYANA GOVERNMENT
GENERAL ADMINISTRATION DEPARTMENT

Notification

The 1st August, 2006

No. G.S.R. 19/Const./Art. 309/2006.—In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules to grant the compassionate assistance by way of ex-gratia financial assistance on compassionate grounds to members of the family of a deceased Government employee who dies while in service/missing Government employee, namely :—

Short title and Commencement.

1. (1) These rules may be called the Haryana Compassionate Assistance to the Dependents of Deceased Government Employees Rules, 2006.

(2) They shall come into force at once.

Objects of rules.

2. The object of the rules is to assist the family of a deceased/missing Government employee of Group C and D category, in tiding over the emergent situation, resulting from the loss of the bread-earner while in regular service by giving financial assistance.

Eligibility.

3. The eligibility to receive financial assistance under these rules shall be as per the provision in the pension/family pension scheme, 1964.

Submission of application.

4. An eligible family member of the deceased/missing Government employee shall make an application in Form A for compassionate financial assistance.

Criteria for financial assistance.

5. (1) On the death of any Government employee, the family of the employee would continue to receive as financial assistance a sum equal to the pay and other allowances that was last drawn by the deceased employee in the normal course without raising a specific claim,—

(a) for a period of fifteen years from the date of death of the employee, if the employee at the time of his death had not attained the age of thirty-five years;

(b) for a period of twelve years or till the date the employee would have retired from Government service on attaining the age of superannuation, whichever is less, if the employee at the time of his death had attained the age of thirty-five years but had not attained the age of forty-eight years;

(c) for a period of seven years or till the date the employee would have retired from Government service on attaining the age of superannuation, whichever is less, if the employee had attained the age of forty-eight years.

(2) The family shall be eligible to receive family pension as per the normal rules only after the period during which he receives the financial assistance as above is completed.

(3) The family of a deceased Government employee who was in occupation of a Government residence would continue to retain the residence on payment of normal rent/license fee for a period of one year from the date of death of the employee.

(4) Within fifteen days from the date of death of a Government employee, an ex-gratia assistance of twenty five thousand rupees shall be provided to the family of the deceased employee to meet the immediate needs on the loss of the bread earner.

(5) House Rent Allowance shall not be a part of allowance for the purposes of calculation of assistance.

6. All pending cases of ex-gratia assistance shall be covered under the new rules. The calculation of the period and payment shall be made to such cases from the date of notification of these rules. However, the families will have the option to opt for the lump sum ex-gratia grant provided in the Rules, 2003 or 2005, as the case may be, in lieu of the monthly financial assistance provided under the Haryana Compassionate Assistance to the Dependents of the Deceased Government Employees Rules, 2006.

Pending cases.

7. If any doubt arises relating to the application, interpretation and scope of these rules, it shall be referred to the Government in the department of General Administration (In General Services-II Branch) whose decision thereon shall be final.

Removal of doubts.

8. The Haryana Compassionate Assistance to the Dependents of Deceased Government Employees Rules, 2005, which are in force immediately before the commencement of these rules are hereby repealed :

Repeal and saying.

Provided that families will have the option to opt for the lump sum ex-gratia grant provided in the rules 2003 or 2005, as the case may be, in lieu of the monthly financial assistance provided under these rules :

Provided further that in all pending cases where the family exercises the option to receive the financial assistance under these rules, the calculation of the period and payment shall be made from the date of notification of these rules.

FORM A
(See rule 4)

Application form for compassionate financial assistance

1. Full information of the deceased/missing Government employee :

- (i) Name
- (ii) Date of Birth
- (iii) Date of joining of employee
- (iv) Date of death (with proof)
- (v) Date of missing
- (vi) Designation and pay scale

2. Full information of Applicant :

- (i) Name
- (ii) Full Address
- (iii) Relation with the deceased/missing Government employee
- (iv) Detailed information regarding dependents of deceased/missing Government employee.

Sr. No.	Name	Relation	Age/date of birth	Occupation	Married/ Unmarried
1	2	3	4	5	6

3. Monthly income of family from all sources

4. Any other information.

Place :

Date :

Signature of the applicant

PREM PRASHANT,
Chief Secretary to Government,
Haryana.

**HARYANA POWER GENERATION CORPORATION LIMITED**

Regd. Office: C-7, URJA BHAWAN, SECTOR-6, PANCHKULA.

Corporate Identity Number:- U4/207HR1997SGC033517

website: www.hpgcl.org.in

HPGCL

Telephone No.0172-5023425

Fax No.0172-5022434

From

Chief Engineer/Admn.,
HPGCL, Panchkula.

To

1. All Chief Engineers in HPGCL.
2. Controller of Finance, HPGCL, Panchkula.
3. Controller of Accounts, HPGCL, Panchkula.
4. LR, HPUs, Panchkula.
5. SE/Technical (HQ), HPGCL, Panchkula.
6. SE/FTPS, HPGCL, Faridabad.
7. All FAs & CAOs at HPGCL, Projects.
8. All Dy. Secy./Under Secy./Admn. Officers in HPGCL.

Memo No. ^{Ch-83}GB/HPGC/373 | 3205
Dated: 04/03/2020

Subject: Grant of the Compassionate Financial Assistance or Compassionate Appointment to the dependent family member of Government employee who dies or disappears while in service.

The State Govt. instruction no. 07/05/2018-1GSII dated 19.09.2019 and notification no. G.S.R.32/Const./Art. 309/2019 dated 02.08.2019 regarding Grant of the Compassionate Financial Assistance or Compassionate Appointment to the dependent family member of Govt. employees who dies or disappears while in service is hereby adopted in HPGCL for compliance. Further it has been decided to nominate the following officers of HPGCL as welfare officer:-

1. The Administrative Officer of the concerned Thermal Power Plant as Welfare Officer.
2. Under Secy./Estt.(NGE), HPGCL, for Head Office.

This issue in pursuance to the decision taken by Whole Time Directors, HPGCL in its meeting held on 19.02.2020.

DA/As Above.

[Signature]
Dy. Secy./Genl.
for Chief Engineer/Admn.
HPGCL, Panchkula.
Dated: 4/3/2020

Endst. No. Ch-83/GB/HPGC/373 | 3205

A copy of above is being forwarded to the following for information and necessary action please.

1. Company Secretary, HPGCL, Panchkula w.r.t his office letter no. Ch-125/CS/HPGCL-104 dated 02.03.2020(Agenda item no. 60.09)
2. XEN/IT, HPGCL, Panchkula for uploading the same on HPGCL website.

DA/As Above

[Signature]
Dy. Secy./Genl.
for Chief Engineer/Admn.
HPGCL, Panchkula.
Dated: 03/03/2020

No. 07/05/2018-1GSII

From

The Chief Secretary to Government Haryana

To

1. All the Administrative Secretaries to Government, Haryana.
2. All the Heads of Departments, Haryana.
3. All the Commissioners, Ambala/Hisar/Rohtak/Gurugram/Karnal and Faridabad Divisions.
4. The Registrar, Punjab and Haryana High Court, Chandigarh.
5. All the MDs/CAs/CEOs of Boards/Corporations in Haryana State.
6. All the Deputy Commissioners and Sub Divisional Officers (Civil) in Haryana.
7. The Registrar, MDU, Rohtak/Kurukshetra University, Kurukshetra/HAU, Hisar/GJU, Hisar/Ch. Devi Lal University, Sirsa/Pt. BDS University of Medical and Health Science, Rohtak and Bhagat Singh Mahila Vishwa Vidyalaya, Khanpur Kalan, Sonapat.

Dated Chandigarh, the 19th September, 2019

Subject:

Haryana Civil Services (Compassionate Financial Assistance or Appointment) Rules, 2019.

Sir,

I am directed to invite your kind attention to the subject cited above and to say that the State Government has notified "Haryana Civil Services (Compassionate Financial Assistance or Appointment) Rules, 2019" to grant Compassionate Financial Assistance or Appointment on compassionate grounds to the members of the families of deceased Government employees who die while in regular service/missing.

2. Copy of Rules, 2019 (Hindi and English) notified vide No G.S.R. 32/Const./Art.309/2019, published in Government Gazette, dated 2nd August, 2019.

3. The copy of said notification may be collected from website www.csharyana.gov.in.

4. You are requested to bring these new rules to the notice of all concerned officers/officials under your kind control for strict compliance.

Rajendra
Under Secretary, General Services-II
for Chief Secretary to Government Haryana

[Authorised English Translation]

HARYANA GOVERNMENT
GENERAL ADMINISTRATION DEPARTMENT

Notification

The 2nd August, 2019

No. G.S.R. 32/Const./Art. 309/2019.— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules to grant the compassionate financial assistance or compassionate appointment to the dependent family member of a Government employee who dies or disappears while in service, namely:—

1. (1) These rules may be called the Haryana Civil Services (Compassionate Financial Assistance or Appointment) Rules, 2019.

Short Title and Commencement.

(2) These rules shall come into force with effect from 1st August, 2019.

2. The object of these rules is to grant compassionate financial assistance or appointment to the family of Government employee who dies or disappears while in service, consequently to relieve the family of Government employee concerned from financial distress

Object of rules.

3. Save as otherwise provided, these rules shall be applicable to the eligible family member(s) of a Government employee working on regular basis and All India Service Officers who disappears or dies while in service including death by suicide.

Extent of application.

Note 1.— The family of deceased Government employee who died before the date of notification of these rules but have not been sanctioned the compassionate financial assistance by the competent authority due to one reason or the other, they may exercise an option within a period of six months from the date of notification either to avail the benefit under the Haryana Compassionate Assistance to the Departments of Deceased Government Employees Rules, 2006 or these rules. Option once exercised shall be final.

Note 2.— Where there is any training compulsory for a person selected by the Haryana Public Service Commission or Haryana Staff Selection Commission or any approved agency before his appointment to a post on regular basis, these rules shall also be applicable during the period of training.

Note 3.— The eligible family members of All India Service Officers may exercise an option either to avail the benefit under these rules or under the rules or policy of Government of India applicable to All India Service Officers at the time of death or disappearance while in service.

Note 4.— The Speaker of the Legislative Assembly has agreed under clause (3) of article 187 of the Constitution of India that until a law is made by the Legislature of the State under clause (2) of article 187 of the Constitution or rules are framed by the Governor in consultation with the Speaker of the Legislative Assembly under clause (3) of article 187 of the Constitution of India, these rules and amendments thereof, if any, after prior consent of the Speaker, shall apply to the Secretarial staff of the Haryana Legislative Assembly.

Note 5.— The Chairman, Haryana Public Service Commission, has agreed to the application of these rules as amended from time to time, in the case of officers and employees of the Haryana Public Service Commission.

4. (1) The family member shall be eligible for consideration of compassionate appointment under these rules subject to the condition that the deceased or missing Government employee should,—

Eligibility of Family Members for compassionate appointment.

- (i) have completed five years service on regular basis;
- (ii) have not attained the age of fifty-two years or more upto the date of death or missing; and
- (iii) not be suspected to have committed fraud or joined any terrorist organisation or gone abroad.

Explanation.— Five years service includes the period of all kinds of leave sanctioned by the competent authority and availed by the deceased or missing Government employee while working on regular basis.

(2) Compassionate appointment would not be a matter of right and it will be subject to fulfillment of all the conditions, including the availability of vacancy, as laid down for such appointment under these rules.

Definitions

5. (1) In these rules, unless the context otherwise requires,—

- (a) *"compassionate financial assistance"* means a monthly assistance at the rate specified by Government by notification from time to time, which is admissible under these rules to the eligible family member(s) of a Government employee who dies or disappears while in service subject to future good conduct;
- (b) *"compassionate appointment"* means appointment of an eligible family member of deceased or a missing Government employee to the post of Group C or D, lower than the functional pay level of the post held by the deceased or missing Government employee, at the time of death or disappearance while in service;
- (c) *"deceased Government employee"* means a Government employee who while working on regular basis dies while in service;
- (d) *"dependent"* means a family member whose total income from all sources is less than the sum of minimum family pension plus dearness relief thereon as specified from time to time by Government.

Note.— Parents shall be deemed to be dependent on the Government employee if their combined income is less than the minimum family pension, specified from time to time, plus the dearness relief admissible thereon. Unmarried Disabled siblings [brother(s) and sister(s)] shall be deemed to be dependent on the Government employee if their income is less than the minimum family pension plus dearness relief;

- (e) *"eligible family member"* means spouse or a dependent member of the family of deceased or missing Government employee in order of priority seeking financial assistance or appointment on compassionate grounds;
- (f) *"family for the purpose of compassionate financial assistance"* means —
- (i) (a) widow (widows wherever permissible under personal law) or widower, upto the date of re-marriage or death, whichever is earlier;
- (b) judicially separated spouse of a deceased or missing Government employee, provided that such separation has not been granted on the ground of adultery and the person surviving was not held guilty of committing adultery;
- (c) childless widow of a deceased or missing Government employee who has not remarried provided her independent income from all other sources is less than the minimum family pension prescribed by the State Government from time to time plus dearness relief thereon. In all such cases, she shall be required to give a declaration regarding her income from all other sources to the Head of Office once in every six months;
- (ii) failing (i) above, the eldest unmarried and dependent son(s) or daughter(s) upto the age of twenty-five years;
- (iii) failing (i) and (ii) above, the dependent eldest divorced or widowed daughter(s) upto the age of twenty-five years, upto the date of her marriage/re-marriage or till the date she starts earning livelihood, whichever is the earliest provided she should have been widowed or divorced before the date of expiry of eligibility of other existing family member for compassionate financial assistance;

- (iv) failing (i) to (iii) above, the dependent eldest daughter amongst unmarried/widowed/ divorced daughters of above twenty-five years, upto the date of her marriage/re-marriage or till the date she starts earning livelihood, whichever is earlier. In case of widowed/divorced daughter, she should have been widowed/ divorced before the date of expiry of eligibility of other family member for compassionate financial assistance;
- (v) failing (i) to (iv) above, son and daughter suffering from disorder or disability of mind or physically crippled or disabled irrespective of his/her age provided they were wholly dependent upon the Government employee when he/she was alive;
- (vi) failing (i) to (v) above, parents who were wholly dependent on the Government employee when he/she was alive provided their present combined income is less than the minimum family pension, prescribed from time to time, plus dearness relief thereon;
- (vii) failing (i) to (vi) above, unmarried physically disabled sibling (brother and sister) provided they were wholly dependent upon the deceased Government employee when he/she was alive:

Note 1.— For the purpose of this rule, "widow" means legally wedded wife of deceased Government employee.

Note 2.— Divorce by the Panchayat or Social Organizations shall not constitute a legal divorce.

Note 3.— Son/daughter includes children legally adopted under the Hindu Law or personal law of the Government employee residing with and wholly dependent upon his/her parent but does not include step children.

Note 4.— It shall be the duty of person who is drawing compassionate financial assistance (son, daughter, parents, siblings or the guardian, as the case may be) to furnish a certificate to the disbursing authority, twice in a year, i.e. in the month of March and September every year, that she/he or they have not started earning his/her or their livelihood. A similar certificate shall also be furnished by a childless widow after her re-marriage;

(g) "Family for the purpose of compassionate appointment" means —

- (i) widow or widower;

Note 1.— Judicially separated wife or husband shall not be a member of the family for the purpose of compassionate appointment without the consent of the remaining eligible family members;

- (ii) children, including adopted children, already not in service in any Department or Organization under any State Government or Government of India; and
- (iii) dependent brother and sister in case of unmarried deceased or missing Government employee only.

Note 1.— Where there is more than one widow, neither the living widow nor the children of deceased and living widow shall be included in the family for the purpose of compassionate appointment.

Note 2.— For the purpose of this rule, "widow" means legally wedded wife of deceased Government employee.

Note 3.— Divorce by the Panchayat or Social Organizations shall not constitute a legal divorce.

Note 4.— Son/daughter includes children legally adopted under the Hindu Law or personal law of the Government employee residing with and wholly dependent upon his/her parent but does not include step children;

- (h) "Government" means the Haryana Government in the General Administration Department;
- (i) "Government employee" means a member of the State Services of Group A, B, C or D whose—
- (i) conditions of service are regulated by rules made by the Governor of Haryana under the proviso to article 309 of the Constitution of India;
 - (ii) appointment is made on regular basis in connection with the affairs of Government of Haryana; and
 - (iii) pay is debited to Consolidated Fund of the State of Haryana except when serving on foreign service or deputation but it shall not include persons—
 - (1) of casual or daily-rated or part-time employment;
 - (2) paid from contingencies/contingent charges;
 - (3) of work-charged establishment;
 - (4) appointed on contract or adhoc basis; and
 - (5) re-employed after retirement;
- (j) "martyred Government employee" for the purpose of these rules means a Police personnel or a civil employee of the Haryana Government working on regular basis who is killed in action while performing duties of his office displaying bravery and extraordinary courage;
- (k) "missing Government employee" means a Government employee who while working on regular basis—
- (a) disappears and whose whereabouts are not known;
 - (b) is reported through the Police Station to be missing while on pilgrimage, tour, etc.; or
 - (c) has been kidnapped by insurgents/terrorists;
- (l) "while in service" means during the period of service but before attaining the age of superannuation.

Exception.— In case of Haryana Civil Medical Services Doctors or any other personnel where the age of superannuation is more than sixty years, the age of superannuation for the purpose of duration of compassionate financial assistance admissible under these rules shall be deemed to be sixty years.

(2) The terms not defined in these rules but defined in Haryana Civil Services Rules, 2016 shall have the same meaning and sense for the purpose of these rules.

Duration of
compassionate
financial
assistance.

6. The compassionate financial assistance shall be admissible to such eligible family member from the next day of the death of the Government employee for the following period or upto the date of superannuation of such Government employee, whichever is earlier. In case of death—

1.	before attaining the age of thirty-five years	for a period of fifteen years subject to eligibility.
2.	on attaining the age of thirty-five years but before forty-eight years	for a period of twelve years or upto the date of attaining the age of superannuation or sixty years, whichever is earlier, subject to eligibility.
3.	on attaining the age of forty-eight years or above	for a period of seven years or upto the date of attaining the age of superannuation or sixty years, whichever is earlier, subject to eligibility.

Note.— The Family Pension under the Haryana Civil Services (Pension) Rules, 2016, where applicable, shall be admissible to the family of deceased or missing Government employee, from the next date after the completion of tenure of compassionate financial assistance.

7. (1) In case of death or disappearance of the Government employee while in service, before attaining the age of fifty-two years subject to completion of minimum five years service on regular basis, the eligible family member may opt for compassionate appointment, in place of compassionate financial assistance.

Compassionate Appointment on Group C or D post.

- (a) The compassionate appointments under these rules shall be confined to Group C or Group D post only.
- (b) Status of the deceased or missing Government employee or the higher qualifications of the eligible family member shall not be considered for giving compassionate appointment.
- (c) The compassionate appointment being offered shall be to a post of at least one step lower Functional Pay Level than the functional level or Assured Career Progression (ACP) Level or any other level higher than the Functional Level of the post last held by the deceased or missing Government employee, except in cases where the deceased or missing Government employee was working at the lowest level in Group D post.

Explanation 1.— The functional pay level of the post last held by the deceased or missing Government employee is FL-12 (corresponding to Functional Grade Pay 7600), the compassionate appointment shall be made to a post of Group C, but not lower than the post of Clerk, depends upon the eligibility and qualification and also the availability of vacancy in the Department.

Explanation 2.— The functional pay level of the post last held by the deceased or missing Government employee is FL-6 (corresponding to Functional Grade Pay 4200), the compassionate appointment shall be made to a post of Group C below the functional level of 4200, but not lower than the post of Clerk, depends upon the eligibility and qualification of the eligible family member and also the availability of vacancy in the Department.

Explanation 3.— The functional pay level of the post last held by the deceased or missing Government employee is FL-6 (corresponding to Functional Grade Pay 4200) but pay was being drawn in ACP Level-11 (corresponding to ACP grade Pay 4800) the compassionate appointment shall be made to a post of Group C below the ACP level last held, but not lower than the post of Clerk, depends upon the eligibility and qualification of the eligible family member and also the availability of vacancy in the Department.

Explanation 4.— The deceased or missing Government employee was holding the post of Group D and was drawing pay in the functional pay level corresponding to Functional Grade Pay 1650, the compassionate appointment shall be made to a post of Group D in the functional level.

8. (a) The family of deceased/martyred Government employee shall submit an application for compassionate appointment in the prescribed form within six months from the date of death of the Government employee to the Head of Office where the deceased Government employee was on the rolls at the time of death, for onward submission to the Head of Department for further necessary action.
- (b) In case of missing Government employee the application in the prescribed form shall be submitted by the family after a period of three months from the date of lodging First Information Report (FIR) in the police station alongwith police investigation report regarding untraceable of missing Government employee.
- (c) The proforma as in CFA-2 (or CFA-3 in case of martyred Government employee) may be used by departments for ascertaining necessary information and processing the cases of compassionate appointment.

Procedure for compassionate appointment.

- (d) Each Department may nominate one or more Welfare Officer(s) who shall meet the members of the family of the deceased or missing Government employee immediately upon the demise to advise and assist the family in obtaining ex-gratia compassionate appointment under these rules. The applicant shall be called in person at the very first instance and advised about the requirements and formalities to be completed by him.
- (e) The Head of the Department shall prepare a list of such eligible family members, who have applied within the stipulated period of six months and review the status of application once every month to consider the cases received during the previous month. The names of the eligible family members shall be arranged with reference to the date of death or date of receipt of Police investigation report regarding untraceable of missing Government employee. These names shall remain on the list for a period of four year from the date of death and appointments shall be given by the department strictly in accordance with these rules and the seniority so maintained. An application for appointment is to be considered in the light of these rules. The applicant may also be granted personal hearing by the concerned Head of the Department, if necessary, for better appreciation of the facts of the case.
- (f) The validity of the names of the eligible family members on the list shall lapse after four years from the date of death or receipt of Police report, as the case may be.

Explanation.— For the purpose of counting the period of four years, any delay caused on account of negligence of an officer/official of the Government can be excluded, provided the delay so caused was on account of such negligence and not on account of normal processing of the case.

- (g) Where the compassionate appointment is not given to the eligible family member due to non-availability of post within a period of one year, in such case the benefit of compassionate financial assistance shall be sanctioned by the Head of Department with retrospective effect to the eligible family member provided that—
- (i) a certificate shall be obtained from the concerned Treasury Officer regarding withholding of Family Pension for future, if the same has already been sanctioned;
 - (ii) Family Pension Payment Order (FPPO), in original, shall be received back from the Treasury Officer concerned and sent to the Principal Accountant General, Haryana, alongwith complete information in this regard;
 - (iii) the amount of Family Pension already drawn, if any, shall be recovered from the amount of arrear of compassionate financial assistance; and
 - (iv) this process shall be completed within a period of ninety days.

After the completion of tenure of Compassionate Financial Assistance, the proposal with the Forms of Family Pension duly filled by the eligible family member would be sent to the Principal Accountant General, Haryana by the Head of Department concerned to resanction the Family Pension afresh to the family member who is eligible at that time.

Competent authority for Compassionate Appointment.

9. (1) The Head of the department, where the deceased or missing Government employee was in service, is competent to give compassionate appointment to the eligible family member.

(2) While considering the request of the family of missing Government employee, the results of the Police investigation after a lapse of minimum six months from the date of lodging an First Information Report (FIR) by the family shall be taken into account.

Determination/availability of posts.

10. (a) Compassionate appointments under these rules shall be made on regular basis only by the competent authority in the parent department of the deceased or missing Government employee or any other department where the post for which the applicant is eligible under these rules and is available meant for that purpose.

- (b) Compassionate appointments under these rules shall be made up to maximum of 5% of sanctioned posts (falling under direct recruitment quota) in Group C category to be determined by the Head of the Department on the 31st March of each year. However, for compassionate appointment against the post of Group D category there shall be no such percentage of sanctioned post. The appointing authority may hold back upto 5% of posts of Group C posts to be filled by direct recruitment through Haryana Staff Selection Commission or otherwise, so as to fill such posts by appointment on compassionate grounds.
- (c) A person selected for compassionate appointment shall be adjusted in the recruitment roster against the appropriate category viz. Scheduled Caste/ Scheduled Tribes/Backward Classes/ General dependent upon the category to which he belongs.

11. Appointment under these rules are exempted from observance of the following requirements:— Exemption.

- (a) recruitment without the agency of the Haryana Staff Selection Commission or the Employment Exchange.
- (b) ban on filling up of posts by direct recruitment issued by the Finance Department, if any, from time to time.

12. A person appointed under these rules shall give an undertaking in writing by way of an affidavit as in Form CFA-5 that he shall maintain all the other members who were completely dependent on the deceased/missing Government employee; and in case it is proved subsequently, that the family members are being neglected or, are not being maintained by him, his appointment may be terminated forth with. A condition to this effect, shall also be inserted in his appointment letter. Undertaking by way of an affidavit.

13. (a) Once an appointment has been offered to the dependent of a deceased or missing Government employee, no request for change of post shall be entertained with respect to any other post or department under any circumstances. In case the offer is not acceptable to him, no further claim shall be entertained. No entertainment or request for change in post/ department.
- (b) When a person has been appointed under these rules to a particular post, the set of circumstances, which led to such compassionate appointment, shall be deemed to have ceased to exist on such appointment.

Therefore—

- (i) he/she should strive his/her career like his/her colleagues for future advancement and any request for appointment to any higher post on considerations of compassionate to be rejected;
- (ii) any appointment made under these rules shall not be transferred to any other person and any request for the same on considerations of compassion shall be rejected.

14. (a) The *inter-se* seniority of persons so appointed may be fixed in their respective cadre with reference to their date of appointment. Their interpolation with the direct recruits/promotees may also be made with reference to their dates of appointment without disturbing the *inter-se* seniority of direct recruits. Seniority.
- (b) Date of joining by a person so appointed shall be treated as the date of his regular appointment.

15. (a) Compassionate appointments made under these rules shall be done in such a way that persons appointed to the posts have the essential educational/technical qualifications, age and experience required for the post consistent with the requirement of maintenance of efficiency of administration. General.
- (b) Compassionate appointment shall not be denied or delayed merely on the ground that there is reorganization in the department/office. It shall be made available to the person concerned, if there is a vacancy meant for such appointment and he is found eligible and suitable for such appointment.

- (c) Compassionate appointment under these rules shall have precedence over absorption of surplus employees and regularization of daily wage/casual workers with/without temporary status.
- (d) The eligible family member of the deceased employee shall be required to apply for appointment within six months of the death of the employee. The claim of the eligible family member of deceased or missing Government employee regarding his appointment shall be considered on the basis of circumstances prevailing on the date of death or disappearance of Government employee, as the case may be. It shall be ensured that the dependent who is offered regular employment satisfies the eligibility criteria at the time of offering employment.
- (e) Where the children have become orphans upon the demise of the Government employee, the claim of compassionate appointment of such orphans shall remain alive till one child of the deceased has attained the age of majority/minimum age for entry into Government service.
- (f) Family Pension shall also be admissible to the family of those deceased or missing Government employees who entered in service on regular basis before the 1st January, 2006, in addition to compassionate appointment under these rules, as per provision in Haryana Civil Services (Pension) Rules, 2016.

Ex-gratia Grant.

16. In addition to monthly compassionate financial assistance or appointment, a lump sum ex-gratia grant of Rs. 1,00,000/- (Rupees One lakh only) or as specified from time to time shall be provided to the eligible family member(s) to meet the immediate needs on the loss of the bread earner within the fifteen days from the date of death. The concerned Head of Department shall be the competent authority for sanction of this grant under the relevant head as mentioned in Schedule to these rules. "2235 Social Security and Welfare -60 Other Social Security and Welfare programmes-200 Other Programmes-(X) Ex-gratia grant to the heir of Government employees-79-Ex-gratia."

Waiving of recovery of loans and advances of Group C or D employee.

- 17. (a) The outstanding amount of loans and advances alongwith interest, if any, namely marriage advance, cycle advance, wheat advance, festival advance availed by a deceased or missing Government employee of Group C or D only shall be waived off for which Head of Department concerned shall be the competent authority.
- (b) The house building advance and Computer Advance alongwith interest availed if any by a deceased or missing Government employee of Group C or D shall be waived off provided not more than one surviving member of the family of deceased or missing Government is/was employed. The second house building advance or interest thereon, availed if any, shall not be waived off under any circumstances.
- (c) The outstanding amount of scooter or motor cycle advance alongwith interest, availed if any, by a deceased or missing Government employee of Group C or D shall be waived off where the death occurs due to accident only and not in other cases.
- (d) The expenditure shall be charged to the Object Code - "31-Write off Loans/Losses" under the functional major head of the concerned department- 800 -Other expenditure - A - Irrecoverable loan written off.

Children Education Allowance and reimbursement of tuition fee.

18. (1) The family of deceased or missing Government employee shall be entitled to children education allowance for first two children upto 10+2 or till such time the deceased Government employee would have actually received the same had he been alive, whichever is earlier, provided the spouse of deceased Government employee is not employed in any Department or Organization under the control of any State Government or Government of India. Thereafter fee on account of tuition fee and laboratory fee equal to the fee of Government Institutions or actually paid, whichever is less, shall be reimbursed for the first two children who are studying in Government or Government Aided or recognized College/Institutions upto the Degree level provided the children get admission in the said course on merit and pass the examination hold from time to time. For this purpose the family has to submit the original fee receipt given by the College/Institution to the Head of Department for sanction of reimbursement of the same.

(2) The expenditure shall be charged to the Object Code – "79-Exgratia" under the functional major head of the concerned department.

19. The family of deceased Government employee shall, during the tenure of Compassionate Financial Assistance, be entitled to avail the benefit of fixed medical allowance or reimbursement of medical expenses at the rate prescribed from time to time on the same terms and conditions as prescribed by Haryana Government for their employees in service.

Fixed Medical Allowance

20. An eligible family member of a martyred Government employee shall, in addition to financial assistance under these rules, also be eligible for appointment to a post of Group C or D feeder post, depending upon the availability of the post and qualification of the applicant. He shall make an application for compassionate appointment within a period of six months in Form CFA-3, to the Head of the Department where the Martyred was working:

Special benefit to the family of martyred Government employee.

Provided that where the children have become orphans upon the demise of the Martyred, the claim of appointment of such orphans shall remain alive till one child of the martyred has attained majority/minimum eligible age for entry into Government service.

Note.— To allow the benefit of compassionate appointment to the eligible family member, the provisions of minimum service or maximum age of the martyred Government employee shall not be applicable.

21. (A) Emoluments for the purpose of determination of compassionate financial assistance under various circumstances shall be as under :-

Emoluments of compassionate financial assistance.

(1) In case of death while on duty, the emoluments for the purpose of determination of compassionate financial assistance shall be equal to last drawn basic pay including special pay in lieu of higher time scale but excluding advance or additional increments, if any, not merged in the basic pay.

Note 1.— No annual increment on compassionate financial assistance shall be granted, however, the benefit of re-fixation of pay, if any, admissible to the deceased or missing Government employee before the date of death or missing, as the case may be, shall be granted.

Note 2.— On general revision of pay scales of all the employees of Haryana Government, the benefit of fixation of pay from unrevised to revised pay scales for the purpose of compassionate financial assistance shall be admissible.

(2) In case of death while under suspension, the emoluments for compassionate financial assistance shall be determined equal to basic pay immediately drawn before the date of suspension. The increment(s) falling during the period of suspension shall not be taken into account unless the period of suspension is treated as duty by the competent authority.

(3) In case of death during the currency of punishment of withholding of last increment or a series of last increments without cumulative effect, the emoluments for compassionate financial assistance shall be determined equal to the amount which would have been admissible had the deceased Government employee not been awarded such punishment.

(4) In case of death while on leave, the emoluments for compassionate financial assistance shall be determined equal to the amount which would have been admissible had the deceased Government employee been on duty on the date of death.

(5) In case of death during the period of absence related to unauthorized leave pending final decision regarding treatment of the said period, the emoluments for compassionate financial assistance shall be determined equal to the last emoluments drawn immediately before the date of absence.

(B) Compensatory allowances on compassionate financial assistance shall be as under:-

(i) The dearness allowance at the rate prescribed from time to time, fixed medical allowance, if opted, children education allowance subject to eligibility, shall be admissible;

- (ii) house rent allowance for a period of two years at the rate drawn immediately before death or admissible at the station from where the Compassionate Financial Assistance is being drawn, whichever is less, or to retain Government accommodation, if already occupied, for a period of two years on payment of normal licence fee;

- (iii) Children Education Allowance as per provision in the rule 18 of these rules;

No other allowances including non-practicing allowance, which were being drawn by the deceased or missing Government employee, shall be included in the emoluments for the purpose of compassionate financial assistance.

Eligibility of compassionate financial assistance in addition to pension or family pension or dual assistance at a time.

22. (1) (a) where both husband and wife are employees of a department or an Organization under Haryana Government; or
(b) the spouse is an employee of other Government; or
(c) the spouse is a pensioner of Haryana or any other Government,

and both or either of them are/is governed by the provisions of these rules, the compassionate financial assistance in respect of deceased Government employee of Haryana shall be admissible to the eligible family member of the deceased or missing Government employee. In the event of death or ineligibility of surviving spouse before the completion of prescribed period, the compassionate financial assistance shall be payable to the next eligible family member in addition to family pension, if any, in respect of deceased pensioner simultaneously.

(2) In the event of death of both husband and wife, referred to sub-rule 1 (a) above, compassionate financial assistance for both deceased Government employees shall be admissible to the eligible family member(s). However, for determination of the total emoluments for compassionate financial assistance (excluding compensatory allowances) in respect of both deceased Government employees shall not exceed the maximum of the highest pay scale of state services or as prescribed from time to time.

Note.— As on the date of notification of these rules, the maximum of highest basic pay of the State Services is Rs. 2,24,100/-.

Regulation of compassionate financial assistance in case of criminal proceedings.

23. (1) Where a family member, who in the event of death while in service of a Government employee, is eligible to receive compassionate financial assistance, is charged with the offence of murdering the Government employee or for abetting in the commission of such an offence, the claim of such member, including other eligible member(s) of the family to receive the compassionate financial assistance, shall remain suspended till the conclusion of the criminal proceedings instituted against him.

(2) If on the conclusion of the criminal proceedings referred to in sub rule (1), the family member is,-

- (i) convicted for the murder or abetting in the murder of the Government employee, such a person shall be debarred from receiving the compassionate financial assistance which shall be payable to next eligible member of the family, from the next day of the death of Government employee;
- (ii) acquitted of the charge of murder or abetting in the murder of the Government employee, the compassionate financial assistance, shall be payable to such person.

Compassionate financial assistance to next eligible member in the event of death of widow/widower.

24. Where during the currency of the sanctioned compassionate financial assistance the widow/widower becomes ineligible for compassionate financial assistance due to death or otherwise, it shall be payable to the next eligible family member for the remaining period for which necessary documents alongwith a request in the prescribed form for the grant of compassionate financial assistance shall be submitted by the eligible family member to the competent authority. On receipt of request from the eligible family member, the competent authority shall, after examination, sanction the payment of compassionate financial assistance to the eligible family member. Such member shall also be entitled to receive the arrear of compassionate financial assistance, if any, without production of succession certificate. When no next family member is eligible for compassionate financial assistance, the payment shall cease, however, the payment of arrear of compassionate financial assistance, if any, shall be made on the production of succession certificate.

25. (1) Where a deceased Government employee is survived only by a judicially separated spouse, the compassionate financial assistance in respect of the deceased shall be payable to the surviving spouse:

Compassionate financial assistance to judicially separated spouse.

Provided that where judicial separation has been granted on the ground of adultery and the death of the Government employee takes place during the period of such judicial separation, the compassionate financial assistance shall not be payable to the person surviving if such person was held guilty of committing adultery.

(2)(a) Where a Government employee dies leaving behind a judicially separated husband or wife with a child or children, the compassionate financial assistance in respect of deceased shall be payable to the surviving person:

Provided he or she is the guardian of such child or children.

Provided further that where the surviving person has ceased to be the guardian of such child or children, such compassionate financial assistance shall be payable to the person who is the actual guardian of such child or children.

Subject to the proviso to sub-rule (1), after the child(ren) cease(s) to be eligible for compassionate financial assistance under this rule, such compassionate financial assistance shall become payable to the surviving judicially separated spouse of the deceased Government employee till his or her death or remarriage, whichever is earlier.

26. Where a deceased Government employee is survived by more than one widow, where personal law permits, the compassionate financial assistance shall be payable to the widows in equal shares upto the date of prescribed period or ineligibility, whichever is earlier. When one of them becomes ineligible for compassionate financial assistance, her share of the compassionate financial assistance shall become payable to her eligible child, if any :

Compassionate financial assistance to widows more than one in equal shares.

Provided that if any child of such widow is not eligible for compassionate financial assistance, the share of the compassionate financial assistance shall not lapse but shall be payable to the other widow(s) in equal shares.

Note.—The provision of this rule shall not be applicable to Hindu Government employee because any second marriage after the commencement of Marriage Laws (Amendment) Act, 1976 during the lifetime of his first wife is a nullity and have no legal effect. Such second marriage cannot be valid on the ground of any custom. In fact, a custom opposed to an expressed provision of law have no legal effect. So, the second wife shall not be entitled to the compassionate financial assistance as a legally wedded wife.

27. Where a deceased Government employee is survived by a widow but has left behind eligible child(ren) from another wife, who is not alive, the eligible child(ren) shall be paid the share of compassionate financial assistance which the mother would have received, if she had been alive at the time of the death of the Government employee:

Compassionate financial assistance in equal shares to widow and child from another wife.

Provided that when the share of compassionate financial assistance payable to such a child or to a widow ceases to be payable, such share shall not lapse, but shall be payable to the other widow and/or to the other child or children otherwise eligible, in equal shares.

28. Where the deceased Government employee is survived by a widow but has left behind eligible child(ren) from a divorced wife or wives, compassionate financial assistance shall be payable in equal shares:

Compassionate financial assistance in equal shares to widow and child from a divorced wife.

Provided that when the share(s) of compassionate financial assistance payable to a child(ren) of divorced wife or to widow ceases to be payable, such share, shall not lapse, but shall be payable to the other widow or widows and/or to the other child(ren) otherwise eligible, in equal shares, and thereafter to the next eligible family member.

29. (1) Notwithstanding that a marriage which is null and void under section 11 of the Marriage Law (Amendment) Act, 1976, but the child of such marriage who would have been legitimate if the marriage had been valid shall be legitimate irrespective of the fact whether or not—

Compassionate financial assistance to the child of marriage, invalidated under Marriage Law (Amendment) Act, 1976.

- (a) a decree of nullity is granted in respect of that marriage under this Act;
- (b) the marriage is held to be void otherwise than on a petition under this Act.

(2) The right of such child is required to be protected and shall accrue after the date of ineligibility of legally wedded wife. The compassionate financial assistance shall be distributed equally among the eligible child of legally wedded wife and the eligible child covered under sub rule (1):

Provided that when the share(s) of compassionate financial assistance payable to such a child ceases, the same shall not lapse but shall be payable to the next eligible child, if there is only one eligible child, in full, to such child, and thereafter to the next eligible family member.

Compassionate financial assistance to twin children.

30. Where the compassionate financial assistance is payable to twin children it shall be paid to such children in equal shares:

Provided that when one such child ceases to be eligible his/her share shall be transferred to the other child and when both of them cease to be eligible the compassionate financial assistance shall be payable to the next eligible single child or twin children, as the case may be.

Compassionate financial assistance to minor child through natural or de-facto guardian.

31. In the event of remarriage or death of the widow/widower, if the compassionate financial assistance is payable to the minor child under these rules, it shall be paid through their natural guardian, if any, otherwise through their de-facto guardian on production of indemnity bond till the minor attains the age of eighteen years. In disputed cases, however, payment shall be made through a legal guardian appointed by the Court of law.

Note.— Specimen of indemnity bond is available at Annexure CFA-6

Compassionate financial assistance to a physically disabled child.

32. Where the compassionate financial assistance in respect of a deceased Government employee is to be paid to a dependent disabled son or daughter (married or unmarried) who is suffering from any disorder or disability of mind or is physically crippled and is unable to earn a livelihood, it shall be regulated as under:—

(1) Where a deceased Government employee is survived by two or more children and one child among them is suffering from disorder or disability of mind or who is physically crippled or disabled and is unable to earn a living, the compassionate financial assistance shall be initially payable to the one elder/eldest among physically fit children until he/she becomes ineligible for the same. Thereafter, compassionate financial assistance shall be paid to the next physically fit children up to the period of eligibility. When all physically fit children become ineligible for compassionate financial assistance, it shall be resumed in favour of the disabled child and shall be paid to him/her through the guardian as if he/she is a minor except in the case of the physically crippled son/daughter who has attained the age of majority.

(2) Compassionate financial assistance shall be payable on production of medical certificate and subject to the following conditions:—

- (a) he is incapable of earning his livelihood and was fully dependent upon the deceased Government employee;
- (b) person with impairment in functions of the body shall be examined by the Board under the chairmanship of the Civil Surgeon of the District. Board shall include the specialist according to the requirement. The appellant medical board is at Post Graduate Institute of Medical Science, Rohtak. The persons residing in Chandigarh/Panchkula shall also be examined by the Disability Medical Board of General Hospital, Sector -16, Chandigarh and Government Medical College and Hospital, Sector-32, Chandigarh with the appellant Medical Board at Post Graduate Institute of Medical Education and Research, Chandigarh;
- (c) the Medical certificate issued by the Medical Board shall be required once in the case of permanent mental or physical disability including mental retardation. Where the disability is temporary, Medical certificate of the medical board shall be required once in every five years to the effect that he or she continues to suffer from disorder or disability of mind or continues to be physically crippled or disabled;

- (d) Impairment of more than forty percent of any of the following kind shall be entitled for benefits. Disabilities broadly are of four types:-
- (i) Visual;
 - (ii) Locomotor;
 - (iii) Speech and hearing;
 - (iv) Mental disorders.

(3) In the case of mentally-retarded child(ren), the compassionate financial assistance shall be payable to a person nominated by the deceased Government employee. Where no such nomination has been furnished to the Head Office by him during his life-time, it shall be payable to the person nominated by the spouse of deceased Government employee later on.

(4) Dependent blind son/unmarried blind daughter shall be entitled to compassionate financial assistance upto the date of eligibility on production of medical certificate of blindness from a Medical Board:

Provided it is evidenced by the medical certificate that the disability of blindness renders him/her incapable of earning. The compassionate financial assistance once sanctioned for dependent blind child shall—

- (a) be discontinued from the date when a blind son of twenty five years or more subsequently is cured and becomes capable of earning or starts earning a living, whichever is the earlier.
- (b) remain continue, when a blind daughter is subsequently cured and becomes capable of earning until—
 - (i) she starts earning a living; or
 - (ii) gets married;
 whichever is earlier.

(5) In case of more than one such child suffering from disorder or disability of mind or who are physically disabled, the compassionate financial assistance shall be paid in the order of their birth and the younger of them shall get the compassionate financial assistance only after the elder next above him/her ceases to be eligible:

Provided that where the compassionate financial assistance is payable to disabled twin children it shall be paid in equal shares:

Provided further that when one such child ceases to be eligible his/her share shall be transferred to the other child and when both of them cease to be eligible, the compassionate financial assistance shall be payable to the next eligible single child or twin children, as the case may be.

(6) The compassionate financial assistance under these rules shall be admissible to the eligible disabled child(ren) whether born before or after death.

(7) The person or the guardian who is receiving compassionate financial assistance shall furnish a certificate to the Drawing and Disbursing Officer in the month of January and July every year that the disabled child has not started earning his or her livelihood.

(8) Before sanctioning the compassionate financial assistance for life to any such person, the competent authority shall satisfy that the disability is of such a nature so as to prevent him from earning his livelihood and the same should be evidenced by a certificate obtained from a medical board setting out, as far as possible, the exact mental or physically condition of the person.

Note.— Physically disabled dependent brother and sister, where eligible, shall also be granted compassionate financial assistance subject to medical examination as laid down in this rule for physically disabled children.

33. Where the compassionate financial assistance is payable to the dependent parents, in the first instance, it shall be payable to the mother and on her becoming ineligible it shall be payable to the father up to the date of death, ineligibility or prescribed period, whichever is the earliest. Where dependent parents are living separately, the compassionate financial assistance shall be paid to them in equal share.

Compassionate financial assistance to mother or father of deceased Government employee.

Compassionate financial assistance to the family of a missing Government employee.

34. (1) Except as otherwise provided in these rules, the compassionate financial assistance to the eligible family member of a missing Government employee shall be paid after the period of six months reckoned from the date of registration of the First Information Report (FIR) with the Police Authorities. The arrear of compassionate financial assistance shall be paid from the date of missing. The indemnity bond shall also be obtained from the family of missing Government employee.

(2) A Government employee, against whom the departmental or judicial proceedings were instituted while in service, is disappeared, the provision of this rule shall not be applicable. In such cases decision shall be taken after the conclusion of proceedings pending against the missing Government employee.

(3) A Government employee who disappears after committing fraud or crime, the compassionate financial assistance shall be sanctioned only on acquittal by the Court of Law or fully exoneration on conclusion of the departmental proceedings, as the case may be.

No recovery of Government dues from compassionate financial assistance.

35. No recovery of Government dues in respect of deceased Government employee shall be made from the compassionate financial assistance.

Note.— For recovery of Government dues, Licence fee etc. See Chapter 3 and 9 of Haryana Civil Services (Pension) Rules, 2016.

Steps to be taken by the Head of office in case of death of a Government employee.

36. (1) On receiving information of death of a Government employee while in service, the Head of Office shall send a letter enclosing the Form CFA-1 to the family of the deceased and ask for the necessary documents mentioned therein.

(2) On receiving the documents referred to in sub-rule (1) above, the Head Office shall examine thoroughly and send his recommendations to the Head of Department for sanction of compassionate financial assistance, if admissible. The Head of Department after thorough examination shall issue sanction order of compassionate financial assistance to the eligible family member in respect of deceased Government employee upto the prescribed period or eligibility.

Competent authority for sanction of compassionate financial assistance.

37. Head of Department shall be the competent authority to sanction the compassionate financial assistance for the family of deceased Government employee of any group. However, in case of Head of office the next higher authority shall be competent for the purpose.

Procedure for payment of compassionate financial assistance.

38. After the sanction of compassionate financial assistance by the competent authority, monthly payment shall be made by the Head of Office where the deceased Government employee was posted at the time of death or by the office of any other Head of Office of the same Department anywhere in Haryana opted by the eligible family member, subject to production of necessary documents required from time to time from the family of deceased Government employee. The expenditure shall be charged to the Object Code - "79-Exgratia" under the functional major head of the concerned department.

Furnishing of necessary documents.

39. (1) The following documents are required to be submitted by the eligible family member with the application form for the purpose of compassionate financial assistance:-

- (i) Application in form CFA-1.
- (ii) Certificate of Income of child and/or parent from all sources.
- (iii) Certificate of marriage or remarriage, in case of female member.
- (iv) Medical certificate of physically disabled child, if any.
- (v) Certificate of no judicial proceedings in respect of a criminal case are pending against him/her in any Court of law.

(2) The eligible family member in receipt of compassionate financial assistance shall have to appear personally or furnish life certificate and income certificate duly attested by any gazetted officer or village Sarpanch or Municipal Councillor of the area of his residence to the concerned Head of office once in every six months.

40. (1) As soon as a person joins Government service on regular basis, he shall give details of his family in Form CFA-4 to the Head of Office. If he has no family at the time of joining, he shall furnish the details in Form CFA-4 as soon as he acquires a family.

Furnishing the size of family on joining and from time to time.

(2) The Government employee shall communicate to the Head of Office any subsequent change in the size of the family, including the fact of marriage of female child.

(3) The Head of Office shall, on receipt of the said Form CFA-4 get it pasted on the service book of the Government employee concerned and acknowledge receipt of the said Form CFA-4 and all further communications received from the Government employee in this behalf. On receipt of communication from the Government employee regarding any change in the size of his family, the Head of Office shall have such a change incorporated in Form CFA-4.

(4) As and when the disability manifests itself in a child which makes him/her unable to earn his/her living, the fact shall be brought to the notice of the Head of Office duly supported by a medical certificate issued by the board. The Head of Office shall indicate this in Form CFA-4.

41. Unless the Government by general or special order otherwise directs, compassionate financial assistance undrawn/unclaimed for a period over one year shall cease to be payable by the disbursing officer. If the claimant afterwards appears or a claim is presented on his behalf, the Head of Department shall revalidate the claim along with arrears of compassionate financial assistance after satisfying himself about the circumstances of the lapse. Claims submitted after a lapse of three years shall be considered by the Administrative Department in consultation with General Administration Department.

Lapses and forfeiture of compassionate financial assistance.

42. The power to interpret, change, amend, and relax and removal of doubt of these rules shall lie with the Government.

Power to interpret, amend, relax and removal of doubt.

Note 1.— Communications regarding the interpretation and alteration of these rules should be addressed to the General Administration Department through the Administrative Department concerned.

Note 2.— Where the Government in the General Administration Department is satisfied that the operation of any of these rules regulating the conditions of service of Government employees, causes undue hardship in any particular case, it may by order dispense with or relax the requirements of that rule to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner.

43. (1) The Haryana Compassionate Assistance to the Dependents of Deceased Government Employees Rules, 2006, are hereby repealed.

Repeal and Savings.

(2) Notwithstanding such repeal, all things done or action taken shall be deemed to have been done or taken under these rules.

✓

Form CFA-1 (see rule 5 and 36)	
Application for Compassionate Financial Assistance	
1	Name
2	Date of Birth
3	Date of joining on regular basis of deceased employee/disappeared Government employee:
4	Date of death/disappearance alongwith copy of death certificate or First Information Report (FIR)
5	Designation/Post last held :
6	Last drawn Basic Pay :
Full information of Family Member eligible for compassionate financial assistance :	
	Paste passport size attested photo of family member eligible for compassionate financial assistance
7	Name
8	Permanent Address
9	Corresponding Address
10	Relation with the deceased/disappeared Government employee
11	Branch of concerned Department at Tehsil or District Level selected for payment of compassionate financial assistance.
12	Name of the Bank Bank Account No. IFSC Code Branch Address
13	Detailed information regarding dependents of deceased/disappeared Government employee

Serial Number	Name	Relation	Date of Birth	Proof of Date of Birth	Monthly Income from any source	Married/ Unmarried	Aadhar No.
1							
2							
3							
4							
5							

14 Any other information

Place:
Date: Signature of the applicant

To be furnished by the Head of Office

Comments regarding eligibility of compassionate financial assistance :

Place:
Date: Signature of the Head of Office

FORM CFA-2

(see rule 7)

Application form for compassionate appointment

1.	Name of the deceased/missing Government employee:						
2.	Date of birth of deceased/missing Government employee:						
3.	Date of joining of deceased/missing Government employee:						
4.	Date of death of deceased Government employee (with proof):						
5.	Date of missing employee (with proof):						
6.	Information of the applicant :						
(a)	Name :						
(b)	Address :						
(c)	Relation with the deceased/missing Government employee:						
(d)	Whether fully dependent on the deceased/ missing Government employee ? If yes, proof thereof:						
(e)	Source of income:						
(f)	Whether employed or unemployed ?						
(g)	If employed in any Department or Organization under any State Government or Government of India, name of the office and Basic Pay.						
(h)	Whether suffering from any chronic disease or physically handicapped ?						
7.	Information about the dependents of the deceased/missing Government employee:—						
	Name	Age	Full address (if in service name of office)	Income/ Details of Government/ private service	Monthly Income	Details of movable/ immovable property and monthly income thereof	Any other information
	1	2	3	4	5	6	7

(a)	Widow/Husband	
(b)	Son (unmarried)	
(c)	Unmarried daughters	
(d)	Mother/Father dependent on the deceased/missing Government employee.	
8.	General Financial position of the family (this information is to be given in affidavit proforma.)	
9.	Member of the deceased/missing Government employee's family who opts for Government service. His educational qualifications and other information.	
10.	Any another related information, if any.	
11.	If the job is given under the scheme, an affidavit is to be enclosed by other family members that they shall not claim further appointment under this scheme.	

Place : _____

Date : _____

Signature of the applicant and address.

7

Form CFA-3

(see rule-20)

Application for appointment under rule 20 for one of the dependent family member of Martyred Government employee.

1.	Name of Martyred :						
2.	Department :						
3.	Date of Martyr in certificate						
4.	Full information of applicant						
	(i) Name						
	(ii) Full Address						
	(iii) Relation with Martyred						
5.	Information of family of Martyred						
	Name	Age	Relation	Moveable/ Immovable Property	Income	Any other Information	
6.	Educational Qualification and other Information of dependent family member of Martyred and his wife/ dependent interested in Government service.						
7.	If any employment under this scheme is to be given to person other than wife then 'no objection certificate' from other dependent member is to be attached.						

Date: _____

Signature of Applicant _____

Full Address _____

Form CFA-4
(see rule 40)

Details of Family for Compassionate Financial Assistance or Appointment

Name of the Government employee						
Designation						
Date of birth						
Date of appointment on regular basis						
Details of the members of my family as on						
Serial Number	Name of the member of family	Date of birth	Relationship with the Government employee	Monthly income, if any	Aadhar No.	Remarks
1	2	3	4	5	6	7
1						
2						
3						
4						
5						
6						
7						

I hereby undertake to keep the above particulars up-to-date by notifying to the Head of Office any addition or alteration.

Place: _____

Signature of Government employee

Dated : _____

Countersigned

Signature of Head of office
(with date and stamp of Office)

Form CFA-5

(see rule 11)

Affidavit regarding Declaration

I, _____ w/o, h/o, s/o, d/o _____ of _____ resident _____, do hereby solemnly affirm and declare as

under:-

(1) I shall maintain properly the other family members who were dependent on the deceased/missing Government employee mentioned in the form enclosed herewith and in case it is proved at any time that the said family members are being neglected or not being properly maintained by me, my appointment may be terminated.

(2) That the facts given by me above are, to the best of my knowledge, correct. If any of the facts herein mentioned are found to be incorrect or false at a future date, my services may be terminated.

Place : _____

DEPONENT

Dated : _____

Verification:

Verified that the contents of the above affidavit are true and correct to the best of my knowledge and belief and nothing has been concealed therein

Place : _____

DEPONENT

Dated : _____

**Form CFA-6
INDEMNITY BOND**

(see rule 31)

(To be furnished by the de facto guardian of minor eligible family member of deceased or missing Government employee)

KNOW ALL MEN by these presents that we (a).....
 (b).....the widow/son/brother, etc., of
 (c).....deceased/missing Government employee, resident of
of
 and son/wife/daughter of
 resident of
 the sureties
 for and on behalf of the Obligor (hereinafter called "the Sureties") are held firmly bound to the Governor of Haryana (hereinafter called "the Government") in the sum of Rs..... (Rupees..... only) well and truly to be paid to the Government on demand and without a demur together with simple interest at the rate prescribed by Government for General Provident Fund from the date of payment until repayment is made, we bind ourselves and our respective heirs, executors, administrators, legal representatives, successors and assigns by these presents.

Signed this day of two thousand and

WHEREAS (c)..... was at the time of his disappearance in the employment of the Government/receiving a Compassionate Financial Assistance at the rate of Rs..... (Rupees..... only) per month from the Government.

AND WHEREAS the said (c)..... disappeared on the day of 20..... and a sum of Rs..... (Rupees..... only) per month is to be paid towards compassionate financial assistance to his family members.

AND WHEREAS the Government has no objection to the payment of the said sum to the Obligor but under Government Rules and Orders, it is necessary for the Obligor to first execute a bond with one surety/two sureties to indemnify the Government against all claims to the amount so due as aforesaid to the said (c)..... before the said sum can be paid to the Obligor.

AND WHEREAS the Obligor and at his/her request the surety/sureties have agreed to execute the bond in the terms and manner hereinafter contained.

NOW THE CONDITION OF THIS BOND is such that if after payment has been made to the Obligor, the Obligor and/or the surety/sureties shall in the event of a claim being made by any other person against the Government with respect to the aforesaid sum of Rs..... refund to the Government the said sum of Rs..... and shall otherwise indemnify and keep the Government harmless and indemnified against and from all liabilities in respect of the aforesaid sum and all costs incurred in consequence of the claim thereto THEN the above written bond or obligation shall be void and of no effect but otherwise it shall remain in full force, effect and virtue.

AND THESE PRESENTS ALSO WITNESS that the liability of the sureties hereunder shall not be impaired or discharged by reason of time being granted by or any forbearance act or omission of the Government whether with or without the knowledge or consent of the surety/sureties in respect of or in relation to the obligations or conditions to be performed or discharged by the Obligor or by any other method or thing whatsoever which under the law relating to sureties, shall but for this provision have the effect of so relating the surety/sureties from such liability nor shall it be necessary for the Government to sue the Obligor before suing the surety/sureties or either of them for the amount due hereunder, and the Government agrees to bear the stamp duty, if any, chargeable on these presents.

IN WITNESS WHEREOF the Obligor and the surety/sureties hereto have set and subscribed their respective hands hereunto on the day, month and year above written.

Signed by the above named 'Obligor' in the presence of

1. _____
2. _____

Signed by the above named 'Surety'/'Sureties'

1. _____
2. _____

Accepted for and on behalf of the
Governor of Haryana by

 (Name and designation of the Officer directed or
 authorized to accept the Bond for and on behalf of the
 Governor of Haryana)

in the presence of

1. _____
2. _____
(Name and designation of witness)

NOTE 1.—

- (a) Full name of the claimant referred to as the 'Obligor'.
- (b) State relationship of the Obligor to the deceased.
- (c) Name of the deceased Government Officer.
- (d) Full name or names of the sureties with name or names of the father(s)/husband(s) and place of residence.
- (e) Designation of the officer responsible for payment.

NOTE 2.— The Obligor as well as the Sureties shall have attained majority so that the bond may have legal effect or force.

INDEMNITY BOND

(See rule 34)

(To be furnished by the eligible family member in case of missing Government employee)

KNOW ALL MEN by these presents that we (a)¹ _____
 (b)² _____ the widow/son/brother/nominee, etc., of
 (c)³ _____ who was working as _____ (Designation) in the
 _____ Department/Office & reported to have been missing since
 _____ (hereinafter referred to as 'missing Government employee' resident of
 _____ (hereinafter called "the Obligor") and
 (d)⁴ _____ (Son/wife/daughter) of Shri _____ and
 resident of _____ and _____
 son/wife/daughter of Shri _____ resident of _____

the Sureties for and on behalf of the Obligor (hereinafter called "the Sureties") are held firmly bound to the Governor of Haryana (hereinafter called "the Government") equivalent to the amount received on account of payment of Compassionate Financial Assistance well and truly to be paid to the Government, on demand and without a demur together with simple interest at the rate prescribed by Government for General Provident Fund from the date of payment until repayment is made, we bind ourselves and our respective heirs, executors, administrators, legal representatives, successors and assigns by these presents.

Signed this _____ day of two thousand and _____

WHEREAS (c) _____ was, at the time of his disappearance, a Haryana Government employee receiving pay and allowances from the Government.

AND WHEREAS the said (c) _____ disappeared on the _____ day of _____ 20_____ and there was due to him at the time of his disappearance the sum equivalent to the amount on account of payment of arrear of pay and allowances.

AND WHEREAS the Obligor is entitled to COMPASSIONATE FINANCIAL ASSISTANCE of Rs. _____ plus compensatory allowances admissible under the rules.

AND WHEREAS the Obligor has represented that he/she is entitled to the aforesaid sum and approached the Government for making payment thereof to avoid undue delay and hardship.

AND WHEREAS the Government has agreed to make payment of the said sum of Rs. _____ (in words) as arrear of pay and allowances plus monthly COMPASSIONATE FINANCIAL ASSISTANCE to the Obligor upon the Obligor and the Sureties entering into a Bond in the above mentioned sum to indemnify the Government against all claims to the amount so due to the aforesaid missing Government employee.

AND WHEREAS the Obligor and at his/her request the Surety/Sureties have agreed to execute the Bond in the terms and manner hereinafter contained.

NOW THE CONDITION OF THIS BOND is such that, if after payment has been made to the Obligor, the Obligor and/or the Surety/Sureties shall in the event of a claim being made, by any other person or the missing Government employee on appearance, against the Government with respect to the aforesaid sum of Rupees _____ (in words) and the sums paid by the Government as aforesaid then refund to the Government the said sum of Rupees _____ (in words) and each and every sum paid by Government as COMPASSIONATE FINANCIAL ASSISTANCE together with simple interest equal to the rate of General Provident Fund and shall, otherwise, indemnify and keep the Government harmless and indemnified against and from all liabilities in respect of the aforesaid sums and all costs incurred in consequence of the claim thereto THEN the above-written Bond or obligation shall be void and of no effect but otherwise it shall remain in full force, effect and virtue.

¹(a) Full name of the claimant referred to as the 'Obligor'
²(b) State relationship of the 'Obligor' to the 'missing Government employee'
³(c) Name of the 'missing Government employee'
⁴(d) Full name or names of the sureties with name or names of the father(s)/ husband(s) and place of residence

AND THESE PRESENTS ALSO WITNESS that the liability of the Surety/ Sureties hereunder shall not be impaired or discharged by reason or time being granted by or any forbearance act or omission of the Government whether with or without the knowledge or consent of the Surety/Sureties in respect of or in relation to the obligations or conditions to be performed or discharged by the Obligor or by any other method or thing whatsoever which under the law relating to sureties would but for this provision shall have no effect of so releasing the Surety/Sureties from such liability nor shall it be necessary for the Government to sue the Obligor before suing the Surety/Sureties or either of them for the amount due hereunder.

IN WITNESS WHEREOF the Obligor and the Surety/Sureties hereto have set and subscribed their respective hands hereunto on the day, month and year above-written.

Signed by the above named 'Obligor' in the presence of

- 1. _____
- 2. _____

Signed by the above named 'Surety' / 'Sureties'

- 1. _____
- 2. _____

Accepted for and on behalf of the
Governor of Haryana by

(Name and designation of the Officer directed or
authorized to accept the Bond for and on behalf of the
Governor of Haryana)

in the presence of

- 1. _____
- 2. _____
(Name and designation of witness)

Note.— The Obligor as well as the Sureties shall have attained majority so that the bond may have legal effect or force.

KESHNI ANAND ARORA,
Chief Secretary to Government, Haryana.