

**GOVERNMENT OF SIKKIM**  
**DEPARTMENT OF PERSONNEL, ADM. REFORMS, TRAINING, PUBLIC**  
**GRIEVANCES, CAREER OPTIONS & EMPLOYMENT SKILL DEVELOPMENT**  
**AND CHIEF MINISTER'S SELF EMPLOYMENT SCHEME**  
**GANGTOK**

No. J(47)/ 385 /GEN/DOP-Pt-II

Dated: 05/05/2011

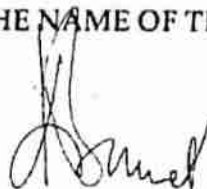
**NOTIFICATION**

In supersession of all the earlier notification/ Office Memorandum on the subject, the Governor of Sikkim is hereby pleased to lay down the following guidelines for giving employment on compassionate grounds to the widow/natural son/natural daughter of a Government servant who dies in harness, namely:-

- (1) The compassionate appointments shall be applicable to widow/natural son/natural daughter of deceased employees of Group 'C' and 'D' category who die-in-harness. The Compassionate appointment shall be made only up to the post carrying the Pay Band of ₹ 5200-20200 and Grade Pay of ₹ 3400 and in the case of Teachers only carrying the Pay Band of ₹ 9300 - 34800 and Grade Pay of ₹ 4200.
- (2) The Compassionate appointment shall be considered only in the same department where the Government servant dies in harness. In case the deceased Government employee was on deputation the parent department shall consider the compassionate appointment as per rules.
- (3) Appointment on compassionate ground cannot be claimed as a matter of right. The main motive of compassionate appointment shall be to provide immediate relief to the family members in distress. When a family member of a deceased Government employee is already working under the Government no other member of the family shall be considered for compassionate appointment.
- (4) Rule 4(4) of Sikkim Government Establishment Rules, 1974 shall apply in all such cases of compassionate appointment.
- (5) Applications for compassionate appointment shall be considered only within a period of three years from the death of the Government employee.
- (6) Every department shall constitute a Committee comprising of the Head of Department/Head of Office and any Officer nominated by the Head of the Department. This nominated officer shall normally be an officer of the concerned section where the deceased government servant was serving. All recommendation for compassionate appointment shall be made by the Committee.

- (7) The responsibility of the Committee shall be :-
- (i) to verify whether any family member of the applicant is in Government service;
  - (ii) to consider aspects like amount of family pension/gratuity/Insurance/property holding/ economic status of dependant while verifying the financial status of the family in distress.
- (8) The Committee should also be fully satisfied while recommending the admissible relaxation of minimum age of 14 (fourteen) years / educational qualification by giving 2 (two) years time to acquire the required qualification etc.
- (9) The Committee shall be held responsible in the event of misrepresentation of facts.
- (10) Category-wise Roster including 30% reservation for women shall be applied after Government approval of the Compassionate appointment.
- (11) All appointees shall sign an Undertaking stating that no one in the family is in Government service.
- (12) Application for Compassionate appointment should be submitted in the prescribed format enclosed herewith.

BY ORDER AND IN THE NAME OF THE GOVERNOR.



ADDITIONAL SECRETARY TO THE GOVERNMENT  
DEPTT. OF PERSONNEL, ADM. REFORMS, TRAINING, PUBLIC  
GRIEVANCES, CAREER OPTIONS & EMPLOYMENT SKILL DEVELOPMENT  
AND CHIEF MINISTER'S SELF EMPLOYMENT SCHEME

Memo. No.1595-1597/GEN/DOP

Dated: 05/05/2011

Copy for information to:-

1. All Secretaries/ Heads of Department,
2. Additional Secretary, Home Department for publication in the Gazette,
3. Director, AATI
4. File and
5. Guard file.