

Kerala Gazete No 9. dated 1st March 1983.
PART I

**GOVERNMENT OF KERLA
ABSTRACT**

**PUBLIC SERVICES-EMPLOYMENT ASSISTANCE UNDER DYING IN HARNESS
SCHEME-GUIDELINES-REVISED ORDERS-ISSUED**

GENERAL ADMINISTRATION (SERVICES D) DEPARTMENT

G.O.(P) No. 24/83/GAD.

Trivandrum, Dated 27th January 1983.

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- Read:-**1. G.O Ms No. 20/70/PD dated 21-1-1970.
2. G.o.(MS) No. 280/71/ PD dated 30-8-1971.
3. G.O (P) No. 158/72/ Home dated 20-10-1972.
4. G.O (P) No. 130/73/ PD dated 9-5-1973.
5. Circular No 59064/ SD6/ 73 /PD dated 4-7-1973
6. G.O (P) No. 116/74/ PD dated 9-5-1974
7. Circular No 99843/ SD6/ 74 /PD dated 2-11-1974
8. G.O Ms No. 291/74/PD dated 27-11-1974
9. G.O (P) No. 191/75/ PD dated 13-9-1975
10 G.O Ms No. 223/75/PD dated 15-10-1975
11 G.O (P) No. 72/76/ PD dated 3-3-1976
12. G.O.(MS) No. 75/76/ LA&SWD dated 17-3-1976
13. G.O. (MS) No. 201/76/PD dated 29-6-1976.
14 U.O. Note. No. 56014/D2/76/G.Edn dated 12-11-1976
15 U.O. Note. No. 1451/SD2/79/GAD dated 11-3-1977
16 Circular No. 48100/ SD2/ 78 GAD dated 22-4-1978
17 U.O. Note. No.108537/SD2/78/GAD dated 1-9-1978
18 G.O.(MS) No. 46/79/ GAD dated 16-1-1979
19. G.O.(MS) No.620/79/ GAD dated 24-11-1979
20 G.O.(MS) No. 67/81/ GAD dated 3-3-1981
21 Circular No. 128300/ SD2/ 80/ GAD dated 8-6-1981
22 G.O.(MS) No.239/81/ GAD dated 25-7-1981
23 Circular No. 31349/ SD2/ 82/ GAD dated 6-4-1982

ORDER

In G.Os and circulars read above, Government have issued general instructions for considering requests for appointment in Government service from relatives/ dependents of Government Servants dying in harness. Government have now reviewed the whole scheme and decided to continue the scheme with certain modifications. Therefore , in super session of all orders regarding *eligibility of dependents* for appointment under the scheme, Government are now pleased to issue the following guidelines to regulated the appointments in future.

AIMS AND OBJECTIVES

1. The scheme of giving employment assistance to the dependents of Government Servants who die in harness will continue to be implemented to give relief to the families of such Government servants as are in distress and in need of such employment assistance. In other words, " Family Income" shall be criterion for determining the eligibility of dependents under the scheme.
2. Government servants shall include contingent and work establishment personnel, part-time employees, N.M.R. Workers and seasonal employees under various Government Departments.
3. Family income to be reckoned is the actual income available to all the members of the family excluding adult sons/daughters, from all source, other than family pension, on the date of application for employment assistance. Income from properties of the members of the family should invariably, be reckoned. Any reduction of income as result of subsequent disposal / transfer of properties shall not be taken into account in calculating the total income. In case of dispute regarding the actual income available to a family, the income reported by the District Collector, after due enquiries, shall be accepted as the actual income.

The maximum income of the family of a Government servant who died in harness after 1-1-1982 should not exceed Rs. 9,000 per annum to make a dependent eligible for the employment assistance under the scheme. The enhanced limit of income shall apply only in cases where the Government servant died on or after 1-1-1982. Past cases will be disposed of as per the rules governing 'Family income' as hitherto prevalent.

DEPENDENTS

4. The following relatives of the deceased Government servants will be considered as the dependents who are eligible for the assistance under the scheme in the order of priority as indicated below:-

- (i) Widow/ Widower
- (ii) Son
- (iii) Daughter
- (iv) Brother
- (v) Sister
- (vi) Father
- (vii) Mother

Note:- (1) Only one dependent of a Government servant who dies in harness shall be given employment assistance under the scheme

(2) Brother, sister, father or mother of a Government servant shall be considered for employment assistance only if the widow/widower is not in a position to avail

of the benefit and if the children are minor. In case the applicant for employment assistance is one other than the widow/ widower and children of the deceased Government servant, the income of the applicant and his/her spouse, if he/she is married, shall also be reckoned in calculating the family income.

(3) Sons and daughters will not include adopted sons and adopted daughters.

(4) Brothers and Sisters will not include step-brothers and step-sisters, half-brothers/half sisters.

(5) An unemployed married son or an unemployed married daughter of the deceased Government Servant, whose spouse is also unemployed can also be considered for the assistance, provided the other dependents of the deceased Government servant are being looked after by him or her and in that case, his or her income will also be reckoned in calculating the family income.

5. Dependents of part-time contingent employee will be eligible for the concession, only if the death of the Government servant takes place before his attaining the age of sixty.

6. Dependents of all Government servants who die in harness, irrespective of the circumstances of the death, will be eligible for employment assistance under the scheme.

7. The employment assistance shall not be available to a dependent of the Government servant who is allowed to continue in service beyond Superannuation either by extension of service or by re-employment and in whose case the death takes place after the normal date of retirement on superannuation.

8. Dependents of Government servants who have retired voluntarily and of those who have availed themselves of invalid pension and in whose case death takes place before the normal date of superannuation shall not be eligible for the employment assistance under the scheme.

9. The appointment should be given to a dependent other than widow/ widower only with the consent of the widow/ widower.

MINIMUM SERVICE

10 Only dependents of Government servants who died in harness after having put in minimum service of five years shall be eligible for the employment assistance under the scheme. But, in very deserving cases, the Minister concerned may grant the assistance in cases where the service is short of the period up to three months. No further relaxation need be granted as a line has to be drawn somewhere.

11. The qualifying service for the purpose of counting minimum service shall only be the service under Government . Service in the aided schools, Defence service, etc, will not be reckoned for the purpose.

CATEGORY OF APPOINTMENT

12. The appointment under the scheme shall be extended only to a post in the Subordinate Service and in the lowest grade of the particular category in respect of which the normal method of appointment involves direct recruitment. For example, if appointment is offered as Clerk , it should be only to the Lower division.

QUALIFICATION

13. The appointment should be consistent with the qualifications for a post to which the appointment is proposed will be resorted to.

AGE LIMIT

14. In the case of widow/ widower , the upper age limit, subject to age of superannuation, need not be insisted upon but in the case of other dependents, the age limit applicable to the recruitment in service in respect of the particular post will be applicable.

SANCTIONING AUTHORITY AND TIME-LIMIT FOR PREFERRING APPLICATIONS

15. The applications for appointment under the scheme should invariably be submitted to the Government within a period of one year from the date of the death of the Government servant. In the case of minor children the period may extend up to three years of attaining the age of majority.

PROCEDURE FOR APPOINTMENT

16. The existing procedure already prescribed for applying for assistance under the scheme, issue of Government orders offering employment and the formal appointment after verification, etc. will continue to be in force.

17. Verification of character and other formalities to be followed in the case of direct recruitments should be followed in the case of appointments under the scheme also.

18. Candidates appointed under the scheme should produce an attested copy of photograph at the time of joining duty.

19. The appointment offered and once accepted should, in no case , be allowed to change.

20. Candidates appointed under the scheme will have option to choose and district for appointment; and in case they are appointed in a district other than the opted district, they will be transferred to the opted district at the earliest opportunity.

21. Proposal for appointment under the scheme including those pending now before Government will be disposed of strictly in accordance with the guidelines given above and will be dealt with in accordance with the Rules of Business. In respect of appointments to be made in the Administrative Secretariat under the scheme, the proposals shall be processed by the General Administration Department and orders of Chief Minister obtained.

By order of the Governor,
M. MOHAN KUMAR,
Special Secretary to Government.

To.

All Heads of Departments and Offices.
All officers of the Secretariat.
All Departments (All Sections) of the Secretariat, including Law, Legislature and Finance Department
The Secretary, Kerala Public Service Commission (with C L)
The Registrar, High Court of Kerala, Ernakulam, (with C L)
The Registrar, University of Kerala / Cochin/ Calicut (with C L)
The Registrar, Kerala Agriculture University, Trichur(with C L)
The General Manager, K.S.R.T.C. Trivandrum (with C L)
The Advocate General, Ernakulam (with C L)
The Secretary, Kerala State Electricity Board (with C L)
The Secretary to Governor (with C L)
The Private Secretaries to the Chief Minister and other Ministers,
The Private Secretary to the Leader of Opposition.
MLA Hostel, Trivandrum.
The Deputy Secretary to the Chief Secretary.
The Director of Public Relations, Trivandrum.
The Recognized Service Associations.
