

**GOVERNMENT OF ASSAM
FINANCE (EST-A) DEPARTMENT
Assam Secretariat, Dispur, Guwahati**

PUBLIC NOTICE

No.FEG. 28/2017/16 dated 19th August 2017: It is hereby decided to notify the **DRAFT** guidelines (attached) of the proposed new scheme, namely, ***“Scheme for Compassionate Family Pension in lieu of Compassionate Appointment”***, in pursuance of the paragraphs. 61 to 63 of the budget announcement of 2017-18 and in complete suppression of the Compassionate appointment policy of the State Government notified by the Personnel (B) Department vide ABP.50/2006/Pt/182 dated 1st June 2015 and all other related OMs.

All citizens of the State including employees of the State Government are requested to furnish their feedback/comments, if any, on these draft guidelines at **suggest4assambudget@gmail.com** before **27.08.2017** so that the guidelines can be further improved to meet the objectives of the compassionate grounds of the families of the employees die in harness and to remove the hardship and hassle to the families of the deceased employees. After receiving the feedback, the draft guidelines will be further circulated internally to Personnel (B) Department before moving the State Cabinet for its consideration.

By order, etc

Sd/-

(Dr Ravi Kota, IAS)

Principal Secretary to Government of Assam

Finance Department

19.08.2017

GOVERNMENT OF ASSAM
FINANCE (EST-A) DEPARTMENT
Assam Secretariat, Dispur, Guwahati

DRAFT NOTIFICATION

No.FEG. 28/2017/ ... dated.....August 2017: Governor of Assam is pleased to notify the following guidelines for a new scheme, namely, ***“Scheme for Compassionate Family Pension in lieu of Compassionate Appointment”***, in pursuance of the paragraphs. 61 to 63 of the budget announcement of 2017-18 and in complete suppression of the Compassionate appointment policy of the State Government notified by the Personnel (B) Department vide ABP.50/2006/Pt/182 dated 1st June 2015 and all other related OMs.

2. The primary objective of the policy of the compassionate appointment has been to support the family income of the employee who dies-in-harness, who was the sole bread earner of the family as a stop-gap arrangement and if the family managed to sustain themselves for three years after the date of the death of the employee, there was no ground for compassionate appointment.

3. In the above background, it has been noticed that the existing compassionate appointment policy did not fully serve these objectives and often the legal heir fails to get an appointment immediately due to practical difficulties such as lack of educational qualifications by the legal heir and non-availability of vacancies within the stipulated five per cent of total vacancies etc.

4. In view of above, it has been envisaged to replace the existing policy of appointment on compassionate ground of the dependants of State Government employees who die in harness by ***“Scheme for Compassionate Family Pension in lieu of Compassionate Appointment”***, in short called as **Compassionate Family Pension (CFP) Scheme**.

5. The detailed guidelines as provided below shall be followed by all the departments in the State Government:

5.1 The applicable definition of family of the employee dies-in-harness will be the definition of family that is given in the Assam Services (Pension) Rules, 1969 (as amended from time to time).

5.2. CFP scheme is not applicable for Voluntary retirement/resignation or any other cases and “an employee dies-in-harness” is the sole criteria. The cause for the death of the employee-in-harness can be anything, either natural or unnatural.

5.3. Where the employee dies before superannuation, the family pension equal to 100% of the last pay drawn by the deceased employee be paid for a period up to the date of **‘deemed superannuation’** of the deceased employee i.e., the date on which the employee

would have superannuated had he been alive. This would compensate the loss of family income to a large extent and fulfil the requirement of compassionate conditions arising out of the death of the serving employee.

5.4. The last pay drawn for this purpose is the last basic pay (pay in the pay band plus grade pay). Over and above, the Compassionate Family Pensioner will get the applicable Dearness Relief and other Relief amounts as admissible in the normal family pension.

5.5. This CFP fixed at 100% of the last pay drawn will be revised periodically as and when normal pension/family pension are revised.

5.6. On attaining the date of deemed Superannuation; the CFP will be converted into normal Family Pension. This normal family pension shall be fixed at 50% of CFP from the date of deemed superannuation till 67 years of age of the deceased employee. During this period of 7 years, the normal family pension will be revised periodically as and when normal pension is revised.

5.7. Further, on completion of above period of 7 years, the normal family pension will be reduced from 50% to 30% till the applicable eligibility as per the Assam Services (Pension) Rules, 1969 (as amended from time to time).

5.8. But, in case of CFP, the Compassionate Family Pensioner ceases to get the CFP at 100% of the last pay drawn if the Compassionate Family Pensioner happens to be ineligible for normal family pension as per Assam Services (Pension) Rules, 1969 (as amended from time to time).

5.9. This will be applicable to all employees of State Government, provincialized employees and all others as eligible under Assam Services (Pension) Rules, 1969 (as amended from time to time) , all State Government employees under NPS category and All India Services officers borne on Assam cadre.

5.10. It is also provided that if the parents or other eligible family members are not looked after by the Compassionate Family Pensioner, on receipt of such complaint from them, the competent authority will issue orders apportioning the Compassionate Family Pension appropriately among the other eligible family members.

5.11. The scheme is applicable to those employees who died/die in harness on or after 01.04.2017. However, the relevant OMs related to the Compassionate appointments will be applicable to those who died on or before 31.03.2017.

5.12. The Pension and Public Grievances Department and Personnel (B) Department will take further necessary action accordingly.
