

No. 16/5/95-6GSII

From

The Chief Secretary to Government, Haryana.

1. All Heads of Departments,  
Commissioners of Divisions,  
All Deputy Commissioners &  
Sub Divisional Officers (C)  
in Haryana.
2. Registrar, Punjab & Haryana High Court,  
Chandigarh.

Dated, Chandigarh, the 13.8.98

**Subject :** Employment to the dependents of deceased Govt. Employees under Ex-gratia Scheme.

Sir,

I am directed to invite a reference to Haryana Govt. Circular letter No. 16/5/95-5GSII, Dated 8.5.95 on the above subject vide which the policy for giving employment to a dependent of a Govt. employee, who dies while in service was laid down. According to para-2 (i) of these instructions compassionate employment to be offered should be atleast one step lower than that of the deceased employee except in cases where the deceased employee was working at the lowest level under Govt. These instructions were further clarified in para-6 of the instructions issued vide Haryana Govt. Circular No. 16/5/95-6GSII, dated 31.8.95 as under :

“ ‘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 deceased employee.”

2. Now this matter has been further examined and it has been decided that appointments under ex-gratia scheme are to be given one step lower i.e. one pay scale below keeping in view only the pay scale of the deceased employee drawn at the time of death and not pay scale of the post held by deceased employee, for example, if a clerk was drawing pay scale of Rs. 1200-2000/1400-2600 by virtue of first Higher Standard scale/ACP scale/Second Higher standard scale/Second A.C.P. scale after his death, the dependent of the deceased employee will be entitled for employment as a clerk in the initial scale.

3. These instructions will take immediate effect and the cases already decided on the basis of previous instructions dated 31.8.95 will not be re-opened.

4. You are, requested to bring these clarifications to the notice of all concerned officers/officials under your control for strict compliance. The receipt of this communication may please be acknowledged.

Sd —

Under Secretary, Protocol,  
for Chief Secretary to Government, Haryana.

A copy is forwarded for information and necessary action to :—

1. All Financial Commissioners to Govt., Haryana.

2. All Administrative Secretaries to Govt., Haryana.
3. Secretaries/Private Secretaries to the Chief Minister/Ministers/State Ministers.

Sd/—

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

To

1. All Financial Commissioners to Govt., Haryana.
2. All Administrative Secretaries to Govt., Haryana.
3. Secretaries/Private Secretaries to the Chief Minister/Ministers/State Ministers.

U.O. No. 16/5/95-6GS-II Dated, Chandigarh, the 13.8.98

Endst. No. 16/5/95-6GS-II Dated, Chandigarh, the 13.8.98

A copy 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 the revised policy for giving employment to one of the dependents of the deceased employees of Boards/Corporations under the ex-gratia scheme.

Sd/—

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