

Master Circular No.16: Appointment on Compassionate Grounds

No.E(NG)II/90/RC-1/117, dated 12.12.1990

Sub: Appointment on compassionate grounds — Master Circular.

At present, the orders relating to appointment on compassionate grounds are scattered in a number of office circulars/ orders issued from time to time. The question of consolidation of these existing Orders/ Circulars into one Master Circular has been under the consideration of the Ministry of Railways, Railway Board. They have now decided to issue a consolidated order on the subject of appointments on compassionate grounds as below for the information and guidance of all concerned.

(I). Circumstances in which Compassionate Appointments may be made:-

Appointments on compassionate grounds relate to the appointments made of dependents of Railway servants who lose their lives in the course of duty or die in harness otherwise while in service or are medically incapacitated/ de-categorized. The circumstances in which appointments on compassionate grounds may be made are as below:

- (i) When Railway servants lose their lives in the course of duty or get so crippled that they cannot do any work (this also in the course of duty, for example, loco and traffic running staff in charge of trains involved in accidents),
- (ii) When Railway employees die in harness while in service, before retirement.
- (iii) When an employee's whereabouts are not known for a period of seven years and the settlement dues of the employees are or are not paid to the family on this account. This limit of seven years may be relaxed to three years on the merits of each case with the approval of the General Manager, subject to the condition that the services of the person appointed on compassionate grounds would be terminated in case the missing employee is traced subsequently. Compassionate appointments in such cases may be de-linked from the payment of settlement dues. In other words, compassionate appointments in such cases may not be denied or deferred only on the ground that settlement dues of missing employees are still to be paid to the person entitled to receive them.
[No.E(NG)II/81/RC-1/251, dated 06.02.1982 & 24.05.82 and No.E(NG)II/81/RC-1/251, dated 27.12.1983]
- (iv) When Railway employees become crippled while in service or develop serious ailments like heart disease, cancer, etc. or otherwise medically de-categorized for the job they are holding and no alternative job of the same emoluments can be offered to them.
- (v) Where, on being medically de-categorized, a Railway employee is offered alternative employment on the same emoluments, and requests for compassionate appointment, provided that if he has less than three years of service at the time of de-categorization, personal approval of the General Manager is to be obtained before the compassionate appointment is made.
- (vi) For appointment of handicapped wards of Railway employees on compassionate grounds, registration with special employment exchanges is not necessary and if the candidate claims physical handicap, this may be verified/ established based on the general criteria circulated vide Annexure to Board's letter No.E(NG)III/77/RC-1/54, dated 08.01.1978 through competent Medical Officers.
[No.E(NG)II/82/RC-1/48, dated 19.10.1982]
- (vii) In the case of a Railway servant who is medically incapacitated or de-categorized and retires from service and if compassionate appointment is otherwise permissible, such appointments may be offered also to the wife of the Railway servant subject to the following conditions:-

- (a) Either the employee has no son or daughter or the son or daughter is a minor at the time the request for appointment is made.
- (b) In such cases the appointment will be approved personally by the Chief Personnel Officer; and
- (c) The Railway Administration has no practical difficulty in offering appointment in a post for which the candidate is eligible and suitable.

[No.E(NG)II/84/RC-1/105, dated 16.11.1984]

- (viii) There is no bar in giving appointment to the husband of a female railway employee on compassionate grounds in the circumstances in which such appointments are otherwise permissible.

[No.E(NG)II/82/RC-I/213, dated 17.01.1983]

- (ix) Normally only the father is taken to be the bread-winner of the family. In the event of both wife and husband are Railway Employees, on account of death of the husband employment is permissible to a ward but not on account of death of the wife.

[RBE No. 214/1986, No.E(NG)II/86/RC-I/I/Policy, dated 31.10.1986]

- (x) Where the widow cannot take up employment, Railways can keep the "case for appointment on compassionate grounds open to enable consideration of appointment of a minor son when he attains majority, even though at the time of occurrence of the event making compassionate appointment permissible, there is a daughter who has attained majority and/or a major son who is already employed. This will be subject to the following conditions:

- (a) The minor son to be appointed will be attaining majority of age within a period of five years of the event of death which is the basis for appointment on compassionate grounds.
- (b) Where there is more than one minor son, it is only the eldest minor son who should be considered for appointment when he attains majority and not any of the minor sons.
- (c) Further in such cases, the competent authority should be satisfied about the bona-fides of the request of the widow or if there is no surviving widow, of the family, that appointment should be given to a minor son (when he attains majority) instead of a daughter or an employed son who is already a major.

[RBE No. 65/1985, No. E(NG)II/84/RC-1/172, dated 01.03.1985]

(II). (a) In a case where a Railway servant is declared unfit for all posts in terms of para 512(ii) of the Medical Manual and is retired from railway service, compassionate appointment to the ward of such a Railway servant would not be admissible.

(b) In all cases of persons being declared unfit on account of malingering, medical unfitness papers should invariably carry an endorsement that he was declared unfit under para 512(ii) of the Indian Railway Medical Manual.

[No. RBE No. 165/1987, No.E(NG)II/86/RC-1/20, dated 24.06.1987 and 07.08.1987]

(c) When any compassionate appointment is made as Junior Accounts Assistants, the Railway Administrations should invariably include a clause in the relevant appointment letter about passing Appendix-II Examination within three years as per normal rules, failing which the person so appointed on compassionate grounds would be reverted to Clerk Grade-II.

[RBE No. 46/1990, No.E(NG)II/88/RC-1/141, dated 08.03.1990]

(III). Persons eligible to be appointed on Compassionate Grounds:-

Son/ daughter/ widow/ widower of the employees are eligible to be appointed on compassionate grounds in the circumstances in which such appointments are permissible. Where the widow cannot take up employment and the

sons/ daughters are minor, the case may be kept pending till the first son/ daughter becomes a major i.e. attains the age of 18 years, subject to time limits as provided under Para (V) of the Circular. The benefit of compassionate appointments may also be extended to a "near relative/ adopted son/ daughter". The eligibility of a near relative/ adopted son/ daughter to such appointments will be subject to the following conditions:-

(a) Near relative:-

- (i) Such appointment is not permissible where the railway employee who has died in harness has left behind only the widow, with no son/ daughter to be supported by her.
- (ii) The son or daughter of the employee or ex-employee is a minor one and the widow cannot take up employment.
- (iii) A clear certificate should be forthcoming from the widow that the "near relative" will act as the bread-winner of the family.
- (iv) If the family certifies at a later date that the "near relative", who was appointed on compassionate grounds, refuses to support the family, the services of that employee are liable to be terminated
- (v) Once a "near relative" is appointed on compassionate grounds, no further appointment shall be given later to a son, or daughter or the widow of the employee, on compassionate grounds.
- (vi) The appointment of the "near relative" shall not be considered, if a son or daughter, or the widow herself is already working and is earning.

A blood relation who is considered to be a bread-winner of the family can be considered as "near relative" for the purpose of appointment on compassionate grounds.

[No.E(NG)III/78/RC-1/1, dated 03.02.1981,

RBE No.28/1990, No.E(NG)II/88/RC-1/1/Policy, dated 12.02.1990]

(b) Adopted sons and adopted daughters:-

- (i) There is satisfactory proof of adoption valid legally;
- (ii) The adoption is legally recognized under the personal law governing the Railway servant;
- (iii) The legal adoption process has been completed and has become valid before the date of death/ medical de-categorization/ medical incapacitation (as the case may be) of the ex-employee.

[RBE No. 106/1988, No.E(NG)II/86/RC-1/1/Policy, dated 20.05.1988]

(IV). A brother-in-law (wife's brother) would not come within the categories of persons eligible for compassionate appointment. Similarly a son-in-law also is not eligible for appointment on compassionate grounds.

[No.E(NG)II/87/RC-1/152, dated 19.10.1987 and

No.E(NG)III/78/RC-1/1, dated 03.02.1981]

(V). Time limit for making Compassionate Appointments:-

- (a) Normally all appointments on compassionate grounds should be made within a period of five years from the date of occurrence of the event entitling the eligible person to be appointed on this ground. This period of five years may be relaxed by the General Manager, subject to the following conditions:
 - (i) The powers shall be exercised personally by the General Manager. It shall not be delegated to a lower authority.
 - (ii) The case should not be more than ten years old as reckoned from the date of death.
 - (iii) The widow of the deceased employee should not have remarried.
 - (iv) The benefit of compassionate appointment should not have been given at any time to any other member of the family or to a near relative of the deceased employee.

- (v) The circumstances of the case should be such as to warrant relaxation of the time limit of five years.
- (vi) The reasons for relaxing the time limit should be placed on record.
- (vii) The request for compassionate appointment should have been received by the Railway Administration as soon as the son/ daughter to be considered for compassionate appointment has become a major, say within a maximum period of one year.

The above delegation of powers is current upto 31.03.1992.

[RBE No. 112/1985, No.E(NG)II/84/RC-1/26, dated 18.04.1985 and RBE No.68/1990, dated 18.04.1990]

- (b) Where death occurred more than 10 years back and also in cases where death took place between 5-10 years back but the conditions stipulated in para V(a) above are not fulfilled, a compassionate appointment is not within the competency of the General Manager except in the case of loss of life in course of duty or getting crippled in the course of duty. However, in such cases, if compassionate appointment is otherwise admissible and if after careful examination of the case it is found that there are special features or circumstances justifying relaxation of time limit as also criteria, the cases could be considered by the Railway Administration for approaching the Railway Board for relaxation of as a special case. Such a reference to the Railway Board should be made by the Railway Administration only with the personal approval of the General Manager.

[RBE No. 218/1987, No.E(NG)II/87/RC-1/57, dated 21.08.1987]

(VI). Qualification and conditions to be fulfilled:-

- (a) Normally the persons seeking appointment on compassionate grounds should fulfill the conditions of eligibility regarding age and educational qualifications prescribed for appointment to the posts or grade concerned. However, the upper age limit may be freely relaxed on merits of the cases. The lower age limit of 18 years normally required for appointment in Government may also be relaxed upto one year with the personal approval of the General Manager. Relaxation of the lower age limit beyond one year will require the approval of the Ministry of Railways. In making appointments on compassionate grounds, Divisional Railway Managers may relax age limit in the case of appointment to Group 'D' posts.

[No.E(NG)III/79/RC-1/47, dated 29.11.1979]
- (b) The educational qualifications prescribed for the post to be offered should not be relaxed. However, if on the merits of an individual case, the General Manager feels that such a relaxation of the minimum educational qualifications is absolutely necessary, such cases may be referred to the Ministry of Railways. The Railway Board will consider these cases on merits subject to the stipulation that the candidate shall acquire the requisite qualification within a prescribed time limit. Such case will carry the following stipulations, in the offer of appointment:
 - (i) The period to be allowed for acquiring the qualification will be two years.
 - (ii) Such a person will not be confirmed in service till he acquires the qualification.
 - (iii) He will not be eligible for promotion till such time he acquires the qualification.
 - (iv) If any junior is promoted before the senior compassionate appointee acquires the qualification, such promotion of the junior will be treated as regular. In other words, the compassionate appointee will lose seniority in the higher grade to such of his juniors as may have been promoted to the next higher grade, before he acquires the prescribed qualification.

[RBE No. 56/1989, No.E(NG)II/80/RC-1/4 (KW), dated 22.02.1989]

However, in the cases of following posts in Group 'D' exclusively reserved for compassionate appointments for widows, the minimum educational qualifications prescribed may not be insisted upon:-

- (a) Water Women.
- (b) Retiring Room Attendants.
- (c) Cinder Picking Women.
- (d) Sweeper Women.
- (e) C&W Khalasis (For Waste Packing only)
- (f) Ayah and female sanitary cleaner in Railway Hospitals, Railway Schools.
- (g) Khalasis attached to sub-divisional officers of AEN, PWI and IOW, and a percentage of vacancies of Office Peons may be reserved for them.

[RBE No. 66/1986, No.E(NG)II/86/RC-1/1 Policy, dated 25.03.1986]

(VII). Grades in which appointments can be made on Compassionate Grounds:-

- (a) In regard to appointments on compassionate grounds to the categories of Assistant Station Masters, Guards, Senior Clerks, Enquiry-cum-Reservation Clerks etc., the minimum qualifications of University Degree should be insisted upon. These appointments are within the Zonal Powers.

[No.E(NG)II/82/RSC/25, dated 06.05.1982]

- (b) All appointments on compassionate grounds should be made only in the recruitment grades like Office Clerks, Commercial Clerks, Assistant Station Masters, etc. No appointment should be made on compassionate grounds in an intermediate grade i.e. one, which is filled purely by promotion. Appointments on Compassionate grounds are also not normally permissible in the category of Traffic Apprentices/ Commercial Apprentices (Grade Rs.1600-2660) and Engineering Graduate Apprentices (Grade Rs.2000-3200) because direct recruitment in these grades is proportionately very limited.
- (c) However, if in any rare and exceptional case, where the circumstances are particularly distressing and fixation of pay at a higher stage than that normally admissible under the Rules is considered justified, the Railway may approach Railway Board giving full details in the prescribed proforma for approval. In no case should pay be fixed at any higher stage in such case without Board's prior approval.

[No.E(NG)II/83/RC-1/68, dated 07.12.1983]

(VIII). Procedure to be followed before making Compassionate Appointments:-

- (a) The candidates applying for appointments on compassionate grounds should be subjected to suitability test by a committee of three Senior Scale Officers one of whom should be a Personnel Officer. The suitability of those proposed to be appointed on compassionate grounds should be properly assessed by a strict test. In case the candidate has the necessary minimum qualifications for employment in a Group 'C' post, his suitability for all types of Group 'C' posts in the order of suitability, should be judged and recorded by the screening committee, which should also clearly indicate the categories for which the candidate has not been considered suitable. Final offer of appointment will, however, be subject to the availability of vacancies, passing of medical examination, production of necessary certificates etc.

[RBE No. 274/1989, No. E (NG) II/88/RC-1/1 Policy dated 02.11.1989]

- (b) It is not necessary that the ward of a Group 'D' employee should be appointed on a Group 'D' post only. If such a ward possesses the required qualification prescribed for Group 'C' posts and is also adjudged suitable for the post, he should be considered for such Group 'C' posts.

[RBE No. 184/1985, No.E(NG)II/84/RC-1/174, dated 25.06.1985]

(IX). Authority competent to make appointments on Compassionate Grounds:-

The power to make compassionate appointments is vested in the General Manager. The General Manager may, however, re-delegate this power to the Divisional Railway Manager and also to Heads of Extra Divisional Units, who are in Level-1 subject to such control, as he may like to impose on the exercise of power by those authorities.

[No.E(NG)II/78/RC-1/1, dated 07.04.1983]

In the cases of appointments of Group 'C' posts the powers may be exercised by the Chief Personnel Officer in consultation with the Heads of Departments concerned. In the cases of Group 'D' posts the powers to make such appointments should be delegated to the Divisional Railway Managers.

[No.E(NG)III/78/RC-1/1, dated 30.04.1979]

General Managers may also exercise powers in regard to appointment of dependents of Gazetted Officers on compassionate grounds provided the appointments are made in the recruitment grades viz. Office Clerk, Ticket Collectors, Commercial Clerks, etc. etc.

[No.E(NG)III/78/RC-1/1, dated 27.05.1983]

(X). Priorities to be observed in making appointments on Compassionate Grounds:-

(a) The following should be the order of priority to be followed while making appointments on compassionate grounds:-

- (i) Dependents of employees who die or are permanently crippled in the course of duty.
- (ii) Dependents of employees who die in harness as a result of Railway or other accidents when off duty.
- (iii) Dependents of employees who:-
 - (a) Die in service or are totally incapacitated while in service irrespective of the period of service left to reach the age of superannuation or of earning retirement benefits in full, or
 - (b) Are medically de-categorized with less than 30 years of qualifying service for pensionary benefits/ 30 years of service for SC to PF.
- (iv) Dependents of employees who are medically de-categorized with 30 years or more of qualifying service for pensionary benefits/ 30 years of service for SC to PF.

[No.E(NG)II/84/RC-1/51, dated 19.09.1984]

(b) For the proper enforcement of priorities, separate lists should be maintained in each office, for the categories indicated above, the date of priority being from the date of eligibility. All appointments should be made strictly in this order. Where, for any special reasons, it is felt necessary to depart from the priority list, the sanction of the next higher authority (Chief Personnel Officer for appointments to Group 'C' posts) must be obtained giving details for ignoring the priority and the list of persons being put back in priority list. Such cases should, however, be rare.

(c) Where a candidate for compassionate appointment is eligible and is also adjudged suitable for a post in Group 'C' but for want of a vacancy in Group 'C', he is offered appointment in Group 'D', which he accepts, his case may be considered for appointment in a Group 'C' post as soon as suitable vacancy arises therein. Such a candidate will have preference for appointment in a vacancy in Group 'C' occurring later, over a candidate in the same priority group, found suitable for such a post at any subsequent date under the same approving authority. In such cases, a specific record, with the approval of the competent authority should be kept to the effect that the candidate was selected for a Group 'C' post but appointed to a Group 'D' post for want of a vacancy in Group 'C' because the candidate needs employment immediately and that he will be considered for a vacancy in Group 'C' as early as possible

when a vacancy arises therein subject to his being found medically fit for the post for which he is considered.

- (d) A time limit of one month should be observed within which appointments should be given in priority (i) cases and three months in cases relating to priority (ii), (iii) and (iv) subject to vacancies being available.

[No.E(NG)III/78/RC-1/1, dated 07.04.1983]

(XI). Compassionate Appointments of the ward/ widow of casual labour:-

- (a) The General Managers have powers to consider and decide requests for appointment on compassionate grounds of the wards/ widow of a casual labour who dies due to accident while on duty provided the casual labourer concerned is eligible for compensation under the Workmen's Compensation Act, 1923. Such appointments should be as casual labour (fresh face) or substitute.
- (b) Similar consideration may also be shown to a ward/ widow of a casual labourer with temporary status at the discretion of the General Manager.
- (c) This power should be exercised by the General Manager personally and should not be delegated to any authority. This power should be exercised judiciously keeping in view the particular need to contain the total casual labour force.

**[No.E(NG)/II/84/CL/28, dated 04.05.1984,
RBE No. 256/1986, No.E(NG)/II/84/CL/28, 31.12.1986,
13.03.1987 and
RBE No.233/1990, No.E(NG)/II/84/CL/28, 06.12.1990]**

- (XII).**(a) When offering appointment on compassionate grounds to a widow, son, daughter, etc. it need not be checked whether another son, daughter is already working; but in no case should there be more than one appointment against one death/ medical incapacitation. For example, it should not be permitted where the family wants another son or daughter to be employed in lieu or in addition to an appointment already made on compassionate grounds.
- (b) Once an appointment on compassionate grounds of the wards/ widow, etc. has been made in a particular category/ grade, no change of category/ grade is subsequently permissible, subject to the provisions in Para-X(c) above.

[No.E(NG)/III/78/RC-1/1, dated 07.04.1983]

(XIII). Relaxation:-

Wherever any deviation from the above provisions is sought to be made in individual cases of merit, the prior approval of the Ministry of Railways should be obtained and in such cases, personal approval of the General Manager should be indicated in the references. Detailed particulars are to be furnished in the prescribed proforma.

**[RBE No.80/1988, No. E(NG)/II/87/RC-1/143, dated 19.04.88 &
07.08.1990]**

(XIV). General:-

- (a) While referring to this circular, the original letters referred to herein should be read for a proper appreciation. This circular is only a consolidation of the instructions issued so far and should not be

treated as substitution to the originals. In case of doubt, the original circular should be relied upon as authority.

- (b) The instructions contained in the original circulars referred to have only prospective effect from the date of issue unless specifically indicated otherwise in the concerned circulars. For dealing with old cases, the instructions in force at the relevant time should be referred to, and
- (c) If any circular on the subject, which has not been superseded, has not been taken into consideration while preparing this consolidated letter, the said circular, which has been missed through oversight, should be treated as valid and operative. Such a missing circular, if any, may be brought to the notice of the Railway Board.

**Important Railway Board Circulars on
APPOINTMENT ON COMPASSIONATE GROUNDS**

RBE No.	Letter No.	Date	Subject	BR/FR
-	E(NG)III/78/RC 1/1	30.04.1979	Appointment on compassionate grounds.	
-	E(NG)III/79/RC-1/47	29.11.1979	Appointment on compassionate grounds.	
-	E(NG)III/78/RC1/1	25.08.1980	Appointment on compassionate grounds.	
-	E(NG)III/78/RC-1/1	03.02.1981	Employment on compassionate grounds.	
-	E(NG)II/81/RC-1/251	06.02.1982	Appointment on Compassionate Grounds.	
-	E(NG)II/81/RSC/25	06.05.1982	Compassionate appointment to Group 'C' Posts Standard of educational qualifications.	
-	E(NG)II/81/RC 1/251	24.05.1982	Appointment on compassionate grounds - Missing Railway Employees.	
-	E(NG)II/82/RC1/108	18.09.1982	Direct recruitment in Intermediate Grades - Appointment on compassionate grounds.	
-	E(NG)II-82/RC1/213	17.01.1983	Appointment on compassionate grounds.	
-	E(NG)III/78/RC-1/1	07.04.1983	Appointment on compassionate grounds.	
-	E(NG)III/78/RC/1	27.05.1983	Appointment on compassionate grounds.	
-	E(NG)III/78/RC 1/1	03.09.1983	Employment on compassionate grounds.	
-	E(NG)II-83/RC 1/77	08.09.1983	Appointment on compassionate grounds.	
-	E(NG)III/78/RC1/1	28.09.1983	Employment on compassionate ground.	
-	E(NG)II/83/RCI/68	07.12.1983	Employment on compassionate grounds - Fixation of initial pay.	
-	E(NG)II/81/RC1/251	27.12.1983	Appointment on compassionate grounds – Cases where Railway employees are reported dead but the dead bodies could not be traced.	
-	E(NG)II-84/RC1/Policy	31.03.1984	Appointment on compassionate grounds in Group 'C' posts.	

RBE No.	Letter No.	Date	Subject	BR/FR
-	E(NG)II-84/CL/28	04.05.1984	Appointment on compassionate grounds - Cases of wards of casual labour.	
-	E(NG)II/84/RCI/51	19.09.1984	Appointment on compassionate grounds.	
-	E(NG)II-84/RCI/105	16.11.1984	Appointment on compassionate grounds.	
65/1985	E(NG)II/84/RC 1/172	01.03.1985	Appointment on compassionate grounds.	
112/1985	E(NG)II-84/RC1/26	18.04.1985	Appointment on compassionate grounds - Time limit for appointment.	
184/1985	E(NG)II- 84/RC/1/174	25.06.1985	Appointment on compassionate grounds.	
66/1986	ENG)III-86/RC-I/1 (Policy)	25.03.1986	Appointment on compassionate grounds in Group - 'D' posts - minimum educational qualifications.	
214/1986	E(NG)II/86/RC1/1 (Policy)	31.10.1986	Appointment on compassionate ground in the event of death of husband and wife (both Railway employees).	
256/1986	E(NG)II/84/CL/28	31.12.1986	Appointment on compassionate grounds - Cases of wards of casual labour with temporary status who died in harness.	
-	E(NG)II/84/CL/28	13.03.1987	Appointment on compassionate grounds - Cases of wards of casual labour who die in harness	
165/1987	E(NG)II/86/RC-1/20	24.06.1987	Appointment on compassionate grounds to the wards of Railway employees retired on medical grounds.	
-		07.08.1987		
218/1987	E(NG)II/87/RC-1/57	21.08.1987	Appointment on compassionate grounds - Cases beyond ten years old.	
-	E(NG)II/87/RC- 1/152	19.10.1987	Appointment on Compassionate Grounds - Case of appointment of the brother-in- law of a deceased employee.	
80/1988	E(NG)II/87/RC- 1/143	19.04.1988	Appointment on compassionate grounds - Proforma for sending proposals relating to relaxation of time limit in cases of death in harness.	
81/1988	E(NG)II/84/RC-1/26	21.04.1988	Appointment on compassionate ground - Relaxation of time limit.	
106/1988	E(NG)II/86/RC- 1/1/Policy	20.05.1988	Appointment of adopted son / daughters on compassionate grounds.	
56/1989	E(NG)II/80/RC- 1/4(KW)	22.02.1989	Relaxation of minimum educational qualification for appointment on compassionate grounds.	

RBE No.	Letter No.	Date	Subject	BR/FR
115/1989	E(NG)II/87/RC-1/143	28.04.1989	Appointment on Compassionate grounds in relaxation of rules.	
118/1989	E(NG)II/84/RC-1/26	03.05.1989	Appointment on compassionate grounds - Relaxation of time limit.	
274/1989	E(NG)II/88/RC-1/1/Policy	02.11.1989	Appointment on compassionate grounds.	
-	E(NG)II/84/CL/28	06.12.1989	Appointment on Compassionate Grounds - Cases of wards of casual labour with temporary status who die in harness.	
28/1990	E(NG)II/88/RC-1/1 Policy	12.02.1990	Appointment on compassionate grounds - Near relatives.	
46/1990	E(NG)II/88/RC-1/141	08.03.1990	Appointment on compassionate grounds to the pos of C.G.-I.	
68/1990	E(NG)II/84/RC-1/26	18.04.1990	Appointment on compassionate grounds - Time limit for appointment.	
-	E(NG)II/87/RC-1/143	07.08.1990	Appointment on compassionate grounds - Proforma for sending proposals.	
233/1990	E(NG)II/84/CL/28	06.12.1990	Engagement on compassionate grounds - cases of wards of casual labour with temporary status who die in harness.	
30/1991	E(NG)III 88/RC-1/1Policy (SC No.01)	06.02.1991	Powers to make appointments on compassionate grounds - Delegation of powers.	
37/1991	E(NG)II/90/RC-143 (SC No.02)	25.02.1991	Employment on compassionate grounds to the eligible wards of medically de-categorized staff.	
102/1991	E(NG)II/88/RC-1/1 (SC No.03)	16.05.1991	Appointment on compassionate grounds.	
114/1991	E(NG)II/91/RC-1/20	18.06.1991	Grant of various benefits to the families of Railway employees killed in firing by a gang of extremists at Qabarwala station 27.08.1989 - Appointment on compassionate grounds.	
143/1991	E(NG)II/91/RC-1/65-Policy (SC No.04)	07.08.1991	Appointment on compassionate grounds - Clarification regarding.	
160/1991	E(NG)II/90/RC-1/90	06.09.1991	Appointment on compassionate grounds - Identification of suitable additional jobs for women.	
01/1992	E(NG)II/91/RC-1/136 (SC No.05)	02.01.1992	Appointment on compassionate grounds - Cases of second widow and her wards.	

RBE No.	Letter No.	Date	Subject	BR/FR
96/1992	E(NG)II/84/RC-1/26 (SC No.06)	15.06.1992	Appointment on compassionate grounds - Relaxation of time limit.	
164/1992	E(NG)II-91/RC-1/117 (MC) (SC No.07)	30.09.1992	Appointment on compassionate grounds - Minimum educational qualification.	
199/1992	E(NG)II/92/RC-1/117 (SC No.08)	24.11.1992	Appointment on compassionate grounds - Change of category.	
147/1993	E(NG)II/93/SB/5 (SC No.09)	07.10.1993	Appointment on compassionate grounds - Case of widow / wards of substitutes who die in service.	
40/1994	E(NG)II/94/RC-1/35 (SC No.10)	20.05.1994	Appointment on compassionate grounds - Typing skills for the persons appointed in the ministerial cadre.	
47/1994	E(NG)II/93/RC-1/157	17.06.1994	Appointment on compassionate grounds - Relaxation of time limit / criteria.	
64/1994	E(NG)II/94/RC-1/26 (SC No.11)	02.08.1994	Appointment of compassionate grounds - Delegation of powers for relaxation of time limit.	
100/1994	E(NG)II/84/RC-1/26 (SC No.12)	22.12.1994	Appointment on compassionate grounds - time limit for appointment.	
101/1994	E(NG)II/84/RC-1/112 (SC No.13)	22.11.1994	Appointment on compassionate grounds.	
107/1995	E(NG)II/95/RC-1/94 (SC No.14)	22.09.1995	Employment on compassionate grounds on medical de-categorization of ex-railway employee.	
114/1995	E(NG)II/94/RC-1/26 (SC No.15)	06.10.1995	Appointment on Compassionate Ground - Time limit for appointment.	
137/1995	E(NG)II/88/RC-1/1/Policy (SC No.16)	13.12.1995	Appointment on Compassionate Grounds - Near relatives.	
79/1996	E(NG)II/88/RC-1/Policy (SC No.17)	04.09.1996	Appointment on compassionate grounds - Dependents of Railway employees dying as bachelors.	
121/1996	E(NG)II/96/RC-1/48 (SC No.18)	04.12.1996	Appointment on compassionate grounds - Relaxation of time limit.	
125/1996	(SC No.19)	11.12.1996		
02/1997	E(NG)II/96/RC-1/116 JCM/DC (SC No.20)	06.01.1997	Appointment on compassionate grounds of wards of medically de-categorized employees.	
39/1997	E(NG)II/96/RC-1/96 (SC No.21)	14.03.1997	Grant of compassionate appointment to the wards of Casual Labourers (temporary status) who die in harness.	

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47/1997	E(NG)II/97/RC-1/22 (SC No.22)	01.04.1997	Appointment on compassionate ground - Cases of casual labour with temporary status, who die in harness -Clarification thereof.	
66A/1997	E(NG)II/88/RC-1/1/77Policy (SC No.23)	02.05.1997	Appointment on compassionate grounds - Dependents of Railway Employees dying as bachelors.	
69/1997	E(NG)II/94/RC-1/35 (SC No.24)	12.05.1997	Appointment on compassionate grounds - Typing Skills for the persons appointed in the Ministerial Cadre.	
75/1997	E(NG)II/86/RC-1/1Policy (SC No.25)	02.06.1997	Appointment on compassionate grounds in the event of death of husband and wife (both are Railway Employees).	
76/1997	E(NG)II/88/RC-1/1Policy	02.06.1997	Appointment on compassionate - grounds - Dependents of Railway employees dying as bachelors.	
129/1997	E(NG)-II/97/RC-1/117 (SC No.27)	21.10.1997	Appointment of women in the Permanent Way Gangs on compassionate grounds.	
137/1997	E(NG) II/96/RC-1/85 (SC No.28)	17.10.1997	Grant of compassionate appointment to the wards / widows of Casual Labourers (Temporary Status) found missing.	
17/1998	E(NG)II-88/RC-1/1 (Policy) (SC No.28)	21.01.1998	Appointment on compassionate grounds - Dependents of Railway employees dying as bachelors.	
164/1998	E(NG)II/97/RC-1/210 (SC No.29)	26.07.1998	Compassionate appointment in the case of missing Railway employees.	
158/1998	ENG)II/98/RC-1/58 (Policy) (SC No.30)	29.07.1998	Appointment on compassionate grounds suitability test for Group - 'C' posts.	
169/1998	E(NG)II/94/RC-1/26 (SC No.31)	10.08.1998	Appointment on compassionate grounds.	
35/1999	E(NG)-II/98/RC-1/139 (SC No.32)	04.03.1999	Appointment on compassionate grounds in Group - 'D' posts - Minimum educational qualification.	
84/1999	E(NG)-II/99/RC-1/Gen/3/PNM-AIRF (SC No.33)	28.04.1999	Appointments on compassionate ground - Suitability test.	
165/1999	E(NG)-II/99/RC-1/SE-19	05.08.1999	Appointment on compassionate ground of dependent of Railway employee dying as bachelor / spinster - Clarification thereof.	
166/1999	E(NG)-II/99/RC-1/SC/8 (SC No.34)	29.07.1999	Appointment on compassionate grounds in Group - 'D' posts - Minimum educational qualification.	

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177/1999	E(NG)-II/99/RC-1/Genl.8/JCM-DC (SC No.35)	29.07.1999	Appointment on compassionate grounds in Group - 'D' posts - Minimum educational qualification for widows - Waiver thereof.	
226/1999	E(NG)-II/99/RC-1/Gen./13 (SC No.37)	06.09.1999	Appointment of compassionate grounds in workshops controlled by Mechanical Directorate.	
300/1999	E(NG)II/99/RC-1/Genl/23 (SC No.38)	30.11.1999	Appointments on compassionate ground - Delegation of powers.	
08/2000	E(NG)-II/95/RC-1/94 (SC No.39)	18.01.2000	Appointment on compassionate grounds in cases of medical invalidation de-categorization.	
20/2000	E(NG)-II/99/RC-1/Gen.9/JCM.DC (SC No.40)	15.02.2000	Appointments on compassionate ground - Acquisition of higher educational qualification.	
113/2000	E(NG)II/2000/RC-1/Gen./16/JCM/DC (SC No.41)	19.06.2000	Appointment on compassionate grounds - Revision of minimum educational qualification for direct recruitment to the post of Skilled Artisan.	
140/2000	E(NG)-II/71/RC-1/SC/8 (SC No.42)	01.08.2000	Appointment on compassionate grounds in Group - 'D' posts - Minimum educational qualification.	
144/2000	E(NG)II/98/RC-1/64 (SC No.43)	28.07.2000	Appointment on compassionate grounds - Delegation of Powers.	
153/2000	E(NG)II-99/RC/1/Genl./19 (SC No.44)	22.08.2000	Appointments on compassionate ground - Termination of service.	
193/2000	E(NG)II/95/RC-1/94 (SC No.45)	10.11.2000	Appointments on compassionate ground - Cases of Medical De-categorization.	
200/2000	E(NG)II/99/RC-1/139 (SC No.46)	20.11.2000	Appointment on compassionate ground - Minimum educational qualification.	
44/2001	E(NG)II/56/RC-1/1 policy (SC No.47)	27.02.2001	Appointment on compassionate grounds in the event of Medical de-categorization / invalidation and missing husband and wife both are Railway employees.	
46/2001	E(NG)-II/99/RC-1/SC-12 (SC No.48)	07.03.2001	Appointments on compassionate Ground - Delegation of Powers - Missing Railway Employees.	
72/2001	E(NG)II/95/RC-1/94 (SC No.49)	11.04.2001	Appointment on compassionate ground - Cases of total medical incapacitation / medical de-categorization.	

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192/2001	E(NG)II/2001/RC-1/Gen/11 (SC No.50)	21.09.2001	Appointments on Compassionate ground - Suitability Test for Group – C post.	
224/2001	E(NG)II/2001/RC-I/ER/5 (SC No.51)	21.11.2001	Appointment on compassionate grounds - Divorced / widowed daughter.	
31/2002	ENG)II/2000/RC-1/Genl.17 (SC No.51)	06.03.2002	Absorption of medically de-categorized staff in alternative employment - hardship caused consequent upon implementation of Railway Boards order dated 29.04.1999.	
44/2002	E(NG)II/99/RC-I/Genl./19 (SC No.52)	08.04.2002	Appointment on compassionate ground - Termination of service.	
118/2002	E(NG)II/2002/RC-1/Genl./5 (SC No.53)	19.07.2002	Appointment on compassionate grounds - Divorced / widowed daughter.	
126/2002	E(NG)II/98/RC-1/64 Pt (SC No.54)	30.07.2002	Appointment on compassionate grounds.	
26/2003	E(NG)II/99/RC-1/Genl./13 (SC No.55)	05.02.2003	Appointment on compassionate grounds in workshops controlled by Mechanical Directorate.	
75/2004	E(NG)II/2003/RC-I/Gen./4 (SC No.56)	02.04.2004	Appointment on compassionate grounds - Acquisition of higher qualification.	
106/2004	E(NG)II/2000/RC-I/Gen./17 (SC No.57)	26.05.2004	Compassionate appointment to the Wards of Medically de-categorized staff - Relaxation of cut off period.	
266/2004	E(MPP)2004/3/8	31.12.2004	Training period of compassionate ground appointees as Artisan - Diploma Holders.	
127/2005	E(NG)II/98/RC-1/64	04.08.2005	Appointment on compassionate grounds - Special drive to clear the backlog and holding of Adalats for pending compassionate appointment cases.	
198/2005	E(NG)II/2000/RC-I/Genl.16	17.11.2005	Appointment on compassionate ground of wards of deceased / medical invalidation employees who are Diploma Holders.	
78/2006	E(NG)II/95/RC-1/94	14.06.2006	Appointment on Compassionate Grounds of wards / spouse of medically de-categorized staff on the Railways.	
91/2006	E(NG)II/95/RR-1/26	11.07.2006	Appointment of adopted sons / daughters on Compassionate Grounds.	
165/2006	E(NG)II/95/RC-1/94	02.11.2006	Appointment on Compassionate Grounds of wards / spouse of medically de-	

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			categorized staff on the Railways.	
05/2007	E(W)95 PS5-1/29	08.01.2007	Post retirement complimentary passes to widows appointed on compassionate ground. (ACS No.52).	
53/2007	E(NG)II/2006/RC-1/Genl/9	04.04.2007	Compassionate ground appointment - Extending second chance for Aptitude Test.	
84/2007	E(NG)II/2006/RC-1/Genl/1	07.06.2007	Appointment to the wife / ward / legal heir in the case of death of Commission Vendors / Bearers.	
87/2007	E(NG)II/99/RC-1/SR/12	15.06.2007	Grant of Compassionate Appointment to wards / dependents of deceased / medical unfit apprentices.	
88/2007	E(NG)II/2003/RC-1/Genl/4	15.06.2007	Appointment on Compassionate grounds - Acquisition of higher qualification.	
03/2009	E(NG)II/98/RC-1/64	06.01.2009	Appointment on Compassionate Grounds - Delegation of Powers.	
71/2009	E(G)2008/OR-1/8	28.04.2009	Allotment upto Type-V of Railway accommodation on out of turn basis to compassionate appointees and permitting the pre-20.11.2006 Compassionate Appointees to register for better type of accommodation as per the eligibility of deceased Railway employee.	
80/2010	E(NG)II/2009/RC-1/SCR/39	04.06.2010	Appointment on compassionate grounds - Delegation of power - regarding.	
77/2011	E(NG)II/1998/RC-1/64	31.05.2011	Appointment of compassionate grounds - Delegation of powers regarding.	
21/2012	E(G)/2008/OR1-14(CGA)	16.02.2012	Relaxation in retention of railway quarter by the compassionate appointees in case of missing railway servants.	
28/2012	E(NG)II/2012/RC-1/Genl/5	02.03.2012	Appointment of compassionate ground - Suitability test regarding.	
102/2012	E(NG)II/1998/RC-1/64	14.09.2012	Appointment of compassionate ground - Clarifications regarding.	
45/2013	E(G)2011/FR1-2	29.04.2013	Report of Welfare Inspectors to be kept in service book on compassionate Ground Appointee - Observation of Central Vigilance Commission.	
22/2014	E(NG)-II/2012/RC-1/Genl/15	04.03.2014	Appointment on compassionate grounds of dependent of medically unfit staff on	

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			Railways.	
41/2014	E(NG)-II/94/RC-1/35	29.04.2014	Appointment on compassionate grounds - Typing skills for persons appointed in the ministerial cadre.	
70/2014	E(NG)-II/2014/RC-1/SCR/5	08.07.2014	Appointment on compassionate grounds of family member of an ex-railway servant.	
99/2014	E(G)2008 QR-1-8	12.09.2014	Allotment of type-V of railway accommodation to pre-20.11.2006 compassionate appointee cases between 2001 and 2009.	
37/2017	E(NG)I/2016/IC-2/1	21.04.2017	Recording of educational qualification acquired during intervening period by compassionate ground appointees.	
195/2017	E(NG)II/2016/RR-1/12(3192238)	18.12.2017	Minimum educational qualification for appointment in Level-1 of the pay matrix of 7th CPC on compassionate grounds.	
42/2018	E(NG)II/2018/RC-1/5	21.03.2018	Appointment on compassionate grounds.	
51/2018	E(NG)II/2017/RC-1/23	06.04.2018	Appointment on compassionate grounds - widows/wives not having minimum educational qualification for the posts of Level -1.	
81/2018	E(NG)II/2018/RC-1/GenI/17	07.06.2018	Appointment on compassionate grounds - Suitability Test - Regarding.	
134/2018	E(NG)II/2018/RC-1/30	06.09.2018	Appointment on Compassionate Grounds - Transfer of cases from one Division/ Workshops to other Division/ Workshop.	
145/2018	E(NG)II/2018/RC-1/32	20.09.2018	Appointment on compassionate grounds - Relaxation in upper age limit regarding.	
180/2018	E(NG)II/1998/RC-1/64	27.11.2018	Appointment on Compassionate grounds - Delegation of power - reg.	
181/2018	E(NG)II/2018/RC-1/44 Pt.	27.11.2018	Appointment on Compassionate Grounds - Priority No.1 case - reg.	