

Ref: Personnel/MPP&R

01/01/2018

Circular No: CO/Per/MPPR/5/2018

**TO ALL ZONAL MANAGERS-IN-CHARGE OF THE ZONES &
SR. DIVISIONAL MANAGERS-IN-CHARGE OF THE DIVISIONS**

**Re: Amendment in LIC of India Recruitment (of Class III & IV Staff) Instructions, 1993-
Changes in the instructions for the appointment on compassionate ground**

The following amendments in LIC of India Recruitment (of Class III & IV Staff) Instructions, 1993, for compassionate appointment to mitigate the hardships faced by the family members of the deceased, have been approved.

Present Provision	Clause modified as
Clause 21 (V) c) Up to three years from the date of death where all the children are minor.	Clause 21 (V) (c) Up to one year from the date of attaining majority by the eldest surviving child where the spouse of the deceased employee is ineligible for compassionate appointment and all children are minor on the date of death of the employee. This will not apply when the spouse is gainfully employed.
Clause 21 (xiv) (New clause)	<u>UNDERTAKING FOR MAINTENANCE OF THE FAMILY OF THE DECEASED EMPLOYEE</u> The person appointed on compassionate grounds under the Scheme, should give an undertaking in writing that he/she will maintain properly the other family members who were dependent on the deceased employee in question, and in case it is proved subsequently (at any time) that the family members are being neglected or are not maintained properly by him/her, his or her appointment may be terminated forthwith. This clause should be incorporated as one of the conditions in the offer of appointment applicable only in the case of appointment on compassionate ground.
New Clause 21 (xv) (New clause)	<u>TERMINATION OF SERVICE</u> The compassionate appointment can be terminated on the ground of non-compliance of any condition stated in the offer of appointment after providing an opportunity to the

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Present Provision	Clause modified as
	compassionate appointee by way of issue of Charge Sheet cum show cause notice asking him/her to explain why his/her services should not be terminated for non-compliance of the condition(s) in the offer of appointment and it is not necessary to follow the procedure prescribed in the Disciplinary Action and Procedure therefore.

The above amendments will be effective from the date of circular.

21/11/2020

Executive Director (Personnel)