

F.No.14014/2/2009-Estt. (D)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel & Training)

North Block,  
New Delhi  
Dated the 3<sup>rd</sup> April, 2012

**OFFICE MEMORANDUM**

Subject : Compassionate appointment - Clarification regarding regulation of conditions and admissibility of various allowances after implementation of Sixth CPC recommendation - regarding.

The undersigned is directed to refer to this Department's O.M. of even number dated 11.12.2009 on the subject mentioned above and to state that large number of references have been received from various Ministries/Departments regarding regulation of various conditions on compassionate appointment and admissibility of different allowances allowed to person appointed on compassionate grounds. Doubts raised by various authorities have been processed in consultation with Department of Expenditure (I.D. No. 22/02/2009-IC-II dated 27<sup>th</sup> February, 2012) and are clarified as under :-

S. No.	Point of Reference/ Doubt	Clarification
1.	What will be Status of Trainee?	A person appointed as 'Trainee' enjoys the status of a Government servant from initial day and will be allowed all the allowances and benefits allowed to a government servant.
2.	What will be the maximum time period allowed for a person appointed as 'Trainee' to acquire minimum education qualification	A person appointed as a 'Trainee' on compassionate grounds has to acquire minimum educational qualifications in 5 years.
3.	Whether belated case of compassionate appointments against the erstwhile Group 'D' posts can be considered now after regularization of all Group 'D' employees as Group 'C' employees.	The belated case of compassionate appointment are be considered as per the revised recruitment rules for the MTS posts.
4.	Whether a person appointed on compassionate grounds	The probation period of a person appointed as 'Trainee' on compassionate ground will begin only

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	as 'Trainee' will have probation period.	from the date he/she acquires minimum educational qualification and such person will be on probation for a period specified in the Recruitment Rules of the post/grade against which he/she is being appointed.
5.	Whether Earned Leave, Half pay leave and other types of leave as applicable to regular Government employees would be allowed to a person appointed as 'Trainee' on compassionate ground.	A 'Trainee' appointed on compassionate ground is entitled to all kinds of leave applicable to a regular Government servant.
6.	Whether Medical facilities/ Benefit of CGEGIS/CGHS on deduction of subscription for these schemes. Patient care allowance is allowed to a person appointed as 'Trainee' on compassionate ground.	A person appointed as 'Trainee' on compassionate grounds is eligible to avail Medical facilities/Benefit of CGEGIS/CGHS available to holder of post in the pre-revised pay scale of Rs. 4440-7440/- without any grade pay.
7.	Status of payment of short/long term advances as applicable to regular government servants to a person appointed as 'Trainee' on compassionate ground.	A 'Trainee' appointed on compassionate ground may be granted, by the competent authority, short term advances, with advances of pay recoverable in not more than 3 installments and advance of traveling allowances, festival advances, advances of in lieu of leave salary and advances of purchase of bicycles, warm clothing and table fans without production of surety, provided that such authority is satisfied that the same could be fully recovered or adjusted during the period of temporary employment of the said government servant concerned. In case of all other advances, a 'Trainee' would be required to produce surety from a permanent central government servant, the surety bond being cancelled in the event of their confirmation in the permanent post.
8.	Applicability of Leave Travel Concession to a person appointed as	A 'Trainee' appointed on compassionate ground is to be allowed LTC concession only on completion of

