

## **Scheme for Compassionate Appointment to a dependent family member of a deceased employee/employee retired on medical grounds due to incapacitation before reaching the age of 55 years**

The Scheme for Compassionate Appointment to a dependent family member of a deceased employee/employee retired on medical grounds due to incapacitation before reaching the age of 55 years was circulate vide PAD circular No. 236 dated 25.09.2014 as per Government guidelines, in terms of approval accorded by the Board in its meeting held on 19.09.2014.

The Scheme covers all cases where death of the employee occurs while in service on or after 05.08.2014.

2. Subsequently, in terms of Government letter dated 05.12.2014 forwarded by IBA permitting all Public Sector Banks to have both the option i.e. Compassionate Appointment or Payment of Lump sum Ex-gratia amount , the same was approved by the Board in its meeting held on 23.12.2014 and circulated vide PAD Circular No. 244 dated 3rd January 2015.

3. In order to bring an element of objectivity in assessment of proposal and to maintain uniformity and transparency in assessing the financial condition of a family, it is decided to set a standardized formula for assessing the financial condition of a family at minimum 60% of the last drawn gross salary (net of taxes) of the employee concerned.

3.1 A copy of the Revised Scheme is enclosed as **Annexure-A**.

3.2 Application for employment of dependent of a bank employee dying while in service/ retired on medical grounds is enclosed as **Annexure-B, B1**.

3.3 Proposal to be compiled by the Branch/Circle Office is enclosed as **Annexure-C, C1**.

3.4 A check-list for submission of proposal under the Scheme is enclosed as **Annexure-D**

4. Circle office will forward the said applications duly recommended to the respective Zonal Offices, keeping in view the eligibility criteria with regards to age/ qualification and also financial condition of the family and Zonal Offices will forward the case along with the recommendations of Zonal Managers.