



उत्तर बिहार ग्रामीण बैंक UTTAR BIHAR GRAMIN BANK

ग्रामीण उत्थान के लिए बचनबद्ध

COMMITTED FOR RURAL UPLIFTMENT

Sponsored by: Central Bank of India

HO/HRD/16/2023-24/ 07/19

dated: - 02.12.2023

CIRCULAR TO ALL BRANCHES/OFFICES UTTAR BIHAR GRAMIN BANK

Reg:-Scheme for Compassionate Appointment: Clarification of DFS,Mo,GoI.

Refer to our circular no. HO/HRD/12/2019-20/02/06 dated 7th June 2019 and HO/HRD/14/2021-22/12/29 dated 3rd November 2021 which is regarding the implementation of Compassionate Appointment. The said scheme is effective in our Bank from 21.05.2019.

Now we are in receipt of letter no. F.No. 11/19/2023-RRB dated 14.09.2023 from Department of Financial Services, Ministry of Finance, GoI which clarifies as under:-

- "In terms of paragraphs 8.1 and 8.2 of the said scheme, application for employment under the scheme from eligible dependents should normally be considered up to five years from the date of death or retirement on medical grounds and decision to be taken on merit in each case. However, Bank can consider request for compassionate appointment even when the death or retirement on medical grounds of the employee took place long back, even five years ago.
- In some RRBs, appointment on compassionate grounds under the scheme was not allowed where the employee had expired prior to RRB adopting the scheme, resulting in litigation in Courts of Law. While disposing the petitions, the Hon'ble Courts have held that paragraphs 8.2 of the scheme has a retrospective effect and appointments on compassionate ground can be considered if the death of the employee has occurred within the span of five years preceding the adoption of the scheme, Appeals/ SLP filed against such orders have been dismissed.
- Keeping this in view, RRBs are advised to consider the eligible applicants for appointment on compassionate grounds, in terms of paragraphs 8.2 of the Scheme, in case the death of the employee has occurred within five years preceding the adoption of the scheme, subject to the other conditions laid down in the said scheme. "

In pursuance of the clarification of DFS issued vide letter no. F.No. 11/19/2023-RRB dated 14.09.2023, Board of the Bank in their 96th meeting held on 20-10-2023 resolved that those cases where the death of the employee has occurred within five years preceding the adoption of the scheme would now be eligible for compassionate appointment. A time limit of three months has been fixed to apply in all such cases where death of the employee has occurred between 21-05-2014 to 20-05-2019. **The dependant of the deceased are required to submit their application along with all the relevant documents through proper channel within three months from the date of issue of this circular. Last date for submission of such application is 01-03-2024.**

Such applicants are required to submit their applications alongwith the requisite annexures as per the letter No- HO/HRD/14/2021-22/12/29 dated 3rd November 2021 through the proper channel to the Regional Office where the deceased employee was last posted. In cases where death of the employee had occurred on or after the date of the adoption of scheme & their dependent/claimant have not applied so far, they may also submit their applications alongwith annexures to the respective Regional Office. The applications shall be subject to the conditions laid down in the scheme. For the convenience we also attach the Scheme for Compassionate Appointment.

Head Office: - Sharma Complex, Kalambagh Chowk, Muzaffarpur (Bihar) Pin code: 842001

प्रधान कार्यालय:- शर्मा कॉम्प्लेक्स, कलमबाग चौक, मुजफ्फरपुर (बिहार) पिनकोड: 842001

Website: www.ubgb.in

(V2)

E-mail: ubgb@ubgb.in



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All eligible applications received will be considered in a sequential manner as per the Scheme for Compassionate Appointment.

All Offices/ Branches are advised to bring the contents of this circular to the notice of the staff members and dependents of deceased staff besides displaying a copy on the Notice Board.

[M.K. Gosain]

General Manager

Enclosure:-Policy for compassionate appointment

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Website: www.ubgb.in

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E-mail: ubgb@ubgb.in