

F&R No: 1012



**RAJASTHAN RAJYA VIDYUT PRASARAN NIGAM LTD.**

(A Government of Rajasthan Undertaking)

Corporate Identity Number (CIN): U40109RJ2000SGC016485

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NO. RVPN/AAO/F&R/F.10(Pl-II) /D.17

Dated : 28-04-2016

**ORDER**

The Co-ordination Committee in its 188th meeting held on 09.03.2016 and the BOD in its 243rd meeting held on 30.03.2016 have accorded its approval to the following rules regulating the recruitment of the dependents of deceased Nigam servants on compassionate grounds namely- "The RVPN Compassionate Appointments of Dependents of Deceased Nigam Servants Regulations, 2016" modified at par with the State Government's "The Rajasthan Compassionate Appointment of Dependents of Deceased Government Servants Rules 1996".

As per approval accorded by Board of Directors, "The RVPN Compassionate Appointments of Dependents of Deceased Nigam Servants Regulations, 2016" shall be applicable in RVPNL, for the death incidents which will occur on or after 01.04.2016.

**THE RVPN COMPASSIONATE APPOINTMENT OF DEPENDENTS OF DECEASED NIGAM SERVANTS REGULATIONS, 2016**

**1. Short Title and Commencement:**

- (i) These regulations may be called the RVPN compassionate Appointment of Dependents of Deceased Nigam Servants Regulations, 2016.
- (ii) They shall come into force with effect from 01.04.2016.

**2. Definitions:** In these Regulations unless the context otherwise requires or provides:-

- a) "Appointing Authority" means the Board of Directors of RVPN or any authority or Officer declared or designated, as such, by the Board of Directors through a special or general order to exercise the powers and functions of the Appointing Authority under the relevant service Regulations, if any;
- b) "Deceased Nigam Servant" means a person who was employee of the Nigam or employee in connection with the affairs of the Nigam and

whose pay was debitable to the Nigam and who died while in service and who was:-

- (i) Permanent, or
  - (ii) Holding a post temporarily after appointment on regular basis including period of probation as probationer trainee.
- c) "Dependent" means a spouse, son, unmarried or widowed daughter, legally adopted son/ un-married daughter by the deceased Nigam servant during his/her life time and who was wholly dependent on the deceased Nigam's servant at the time of his /her death.
- d) "Head of the Department/Officer" means the Head of the Department/Office in which the deceased Nigam's servant was serving at the time of his /her death;
- e) "State" means the State of Rajasthan.
- f) "Nigam" means the Rajasthan Rajya Vidyut Prasaran Nigam Ltd.

**3. Interpretation:** Unless the context otherwise requires, the Rajasthan General Clauses Act, 1955 (Rajasthan Act 8 of 1955) shall apply for the interpretation of these Regulations as it applies for the interpretation of a Rajasthan Act.

**4. Scope:** These Regulations shall govern appointment of dependants of deceased Nigam servants on compassionate grounds and they shall not confer any right to a particular post.

**5. Appointment subject to certain conditions:**

(1) When a Nigam servant dies while in service one of his/her dependants may be considered for appointment in Nigam service subject to the condition that employment under these Regulations shall not be admissible in cases where the spouse or at least one of the sons, unmarried daughters, adopted son/unmarried daughter of the deceased Nigam's servant is already employed on regular basis under the Central/any State Government, Nigam or statutory board, organization/corporation owned or controlled wholly or partially by the Central/any State Government at the time of death of the Nigam's servant or at the time of the appointment of the dependent.

Provided that this condition shall not apply where the widow seeks employment for herself;

(2) Appointment under these regulations shall be given on the condition that the person appointed on compassionate ground shall maintain properly

the other family members who were dependent of the deceased Nigam's Servant and on furnishing an undertaking in writing that he/she shall maintain properly the other family members who were dependent of the deceased Nigam's servant. If subsequently, at any time, it is provided that such dependent family members are being neglected or are not being maintained properly by him, the appointment may be terminated by the Appointment Authority after providing an opportunity to the compassionate appointee by way of issue of show-cause notice asking him to explain why his services should not be terminated.

**6. Selection of Posts:**

(1) The dependant may be considered for appointment to a post carrying pay scale corresponding to the grade pay of Rs. 1750/- to 2800/- and meant for being filled up by direct recruitment in the Ministerial and Technical Service Regulations, as the case may be, according to his/her educational qualification and fulfillment of other service conditions irrespective of the rank and status of the deceased Nigam servant.

Provided that in case of a Nigam's Servant who is killed while performing his official duties, his/her dependent may also be considered for appointment to a post carrying pay scale corresponding to the Grade pay No. 11 to 12 and meant for being filled up by direct recruitment, subject to fulfillment of the educational qualifications and other service conditions prescribed under the relevant Service Regulations and with the concurrence of the Chairman and the Managing Director.

(2) Once an appointment has been made on any post under these Regulations, the benefit intended under these Regulations shall be deemed to have been availed and the case shall not be reopened for appointment to any other post under any circumstances.

Provided that in cases where a dependent to whom appointment is offered does not join for any reason whatsoever, another dependent who is otherwise eligible for appointment under these regulations may be considered for compassionate appointment, if he applies within ninety days from the date on which the earlier appointment order was received by the appointee.

**7. Qualifications:**

- (1) The dependant should possess the qualification prescribed for the post under the concerned service regulations at the time of appointment.
- (2) While being considered for appointment to Class-IV service, the requirement of educational qualification for the post shall be dispensed with.
- (3) Before a dependant is appointed, the Appointing Authority shall satisfy itself that he/she is otherwise fit for appointment in Nigam service looking to his/her character and physical fitness and fulfilment of other general conditions prescribed in the concerned service regulation.
- (4) It will be necessary for appointment of such dependants of the deceased employees to possess any of the computer qualification as prescribed in the rules. In case a dependant does not possess any of the computer qualification mentioned in the rules, he/she will have to acquire within Probation Training Period. If dependant fails to acquire such qualification then his/her Probation Training Period shall be extended by one year and if he/she does not acquire the same even in such extended Probation Training Period, his/her services shall be liable to be terminated.

**8. Age:** The dependent should be within the age limit prescribed for the post under the concerned service regulations at the time of appointment.

Provided that:-

- (i) there shall be no upper age limit for a widow.
- (ii) the upper age limit shall be relaxed by five years in period or upto 40 years of age, whichever is less, for others.

Provided further that the upper age limit/maximum Age limit of 28 years for the post of Helper-I/Helper-II/Tech. Helper under Technical Workmen Service Regulations, 1975 shall be relaxed by 10 years in period.

- (iii) the crucial date for calculating age shall be the date of receipt of application for appointment. The time spent in arranging a suitable post shall not disqualify the dependent in case he/she becomes overage during the period.

**9. Procedural Requirement etc.:**

(1) The procedural requirement for selection such as training or departmental examination or type test shall not be insisted upon at the initial appointment. The dependent shall however, be required to clear such training or departmental examination or typing test, within a period of 3 years for entitlement for confirmation, failing which his/her appointment shall be liable to be terminated. No annual grade increments will be allowed until he/she acquires such qualifications. On acquiring such qualifications, annual grade increments shall be allowed notionally from the date of appointment but no arrears will be paid.

Provided that the widow appointed under the provisions of these Regulations shall be exempted from passing the type test.

Provided that no candidate who has more than two children on or after 01.06.2002 shall be eligible for appointment to the service. But the candidates having more than two children shall not be deemed to be disqualified for appointment so long as the number of children he/she has on 01.06.2002 does not increase. Where a candidate has only one child from the earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children, However, these provisions shall not be applicable while appointing widows.

Provided that the Chairman and the Managing Director, RVPN is authorized to grant exemption from passing the computer type test for the post of LDC having 40% or above Physical Disability in Computer typewriting.

**10. Procedure:**

(1) On the death of a Nigam servant the surviving spouse shall apply for appointment of self or of any other dependant.

(2) Where the deceased Nigam servant is not survived by a spouse, the application shall be made by one of the dependants of the deceased Nigam servant and other dependents shall have to give their consent for his/her candidature. Provided that if more than one of the dependants seek employment, the Head of Department shall select one, keeping in view the overall interest and welfare of the entire family, particularly for the minor members.

(3) Such application shall be made to the Head of Office/Department in the proforma attached as Annexure "A" to these regulations within a period of 90 days from the date of death of the deceased RVPN/Nigam employee/servant. The applicant shall submit an affidavit in support of monthly income (from all sources) of all the family members mentioned in Column Number 7 of the application.

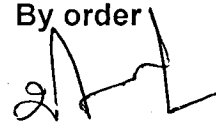
Provided that in an exceptional case where the Chairman and Managing Director, RVPN, are satisfied that the operation of provisions of this sub-regulation causes financial hardship to the family of the deceased RVPN employee and considers it necessary or expedient to relax the provisions of this sub-regulation in a particular case, he may, with the approval of BOD relax the provisions of this sub-regulation to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner.

(4) In cases suitable post is not vacant, the application shall be kept on waiting list for providing employment on first come first serve basis. If some post in lower scale is available immediately such lower post can be offered to the applicant and the applicant shall have the option either to wait for the post applied for or to accept the lower available post. In case the applicant accepts the lower available post, he shall lose his claim for higher post applied for and his name will not be kept on waiting list. Provided that in case no post is available for appointment within 2 years from the date of submission of application, the matter shall be referred to the Co-ordination Committee for appointment in other Nigams.

11. **Over-riding effect:** These Regulations and any order issued there under shall have effect notwithstanding anything to the contrary contained in any regulations or orders in force at the commencement of these Regulations.
12. **Removal of doubts:** If any doubt arises relating to the application interpretation and scope of these Regulations, it shall be referred to the Board of Directors whose decision thereon shall be final.
13. **Power to remove difficulties:** The Board of Directors may for the purpose of removing any difficulty (of the existence of which it shall be the sole judge) in the implementation of any provision of these Regulations make any general or special order as it may consider necessary or expedient in the interest of fair dealing or in the Public Interest.

14. **Repeal and savings:** The existing 'RVPN Compassionate Appointment of Dependants of Deceased Nigam Servant Rules-2001' and any order issued there-under are hereby repealed.

Provided that any action taken under the regulations and orders so repealed/superseded shall be deemed to have been taken under provisions of these regulations.

By order  


**Chief Accounts Officer (P&F-Cont.)**

Copy to the following for information and necessary action.

1. Chief/Addl./Dy. Chief Engineer ( ), RVPN, \_\_\_\_\_
2. Secretary (Admn.) JVVNL/AVVNL/JdVVNL, Jaipur/Ajmer/Jodhpur.
3. Joint Director (P&A), RVUNL, Jaipur
4. Chief Controller of Account, RVPN, Jaipur.
5. Superintending Engineer ( ), RVPN, \_\_\_\_\_
6. Company Secretary, RVPN, Jaipur
7. C.A.O./Sr. A.O./Dy. C.O.A./A.O.( ), RVPN, \_\_\_\_\_
8. Dy. Director Personnel/Dy. Secretary ( ), RVPN, \_\_\_\_\_
9. Executive Engineer/Asstt. Engineer ( ), RVPN, \_\_\_\_\_
10. P.S./ PA to C.M.D./Director (Fin.)/(Tech.)/(Opr.), RVPN, Jaipur
11. Asstt. Secretary/ Personnel Officer ( ), RVPN, \_\_\_\_\_
- 12. Incharge Data Centre, RVPN, Jaipur



**Assistant Account Officer (F&R)**





7. मंडल/निगम में मृतक की प्रथम नियुक्ति .....  
का दिनांक (मृतक की व्यक्तिगत पत्रावली से सत्यापित किया जायेगा)
8. मृतक कर्मचारी की आयु व जन्म दिनांक .....  
(मृतक की पत्रावली से सत्यापित किया जायेगा)
9. (अ) मृतक का पद जिस पर वह कार्यरत था .....  
(ब) मृतक के अन्तिम पदस्थापन का स्थान .....  
एवं वृत्त का नाम .....  
(स) वेतन श्रृंखला .....  
(द) भविष्य निधि/जी.पी.एफ. खाता संख्या .....
10. (अ) क्या भविष्य निधि/ग्रेच्युटी/जी.पी.एफ. का .....  
का भुगतान हो गया है? पूर्ण विवरण दें। .....  
(ब) क्या आवेदक पेन्शनर है? .....  
(स) वारिस का नाम .....  
(मृतक की व्यक्तिगत पत्रावली से सत्यापित किया जायेगा)
11. मृत कर्मचारी के परिवार के प्रत्येक विवाहित/अविवाहित सदस्यों का पूर्ण विवरण निम्न प्रकार से है:-

क्र. सं.	नाम	मृतक से सम्बन्ध	आयु	जन्म तिथि	शैक्षणिक योग्यता	वैवाहिक स्थिति	व्यवसाय (सरकारी/अर्द्ध सरकारी/प्राईवेट/अन्य)	मासिक आय (रुपयों में)

12. क्या प्रार्थी अनुसूचित जाति/जनजाति/ओबीसी/बीसी/एसबीसी अथवा शारीरिक रूप से विकलांग है? .....  
(इस आशय का प्रमाण पत्र जो सक्षम अधिकारी द्वारा जारी किया गया हो, दो प्रतियों में संलग्न करें)
13. प्राथमिकता के आधार पर तीन जिलों के नाम जहाँ 1. ....  
प्रार्थी नियुक्ति चाहता है। (निगम के विवेकानुसार 2. ....  
प्रार्थी को कहीं भी नियुक्ति दी जा सकती है) 3. ....
14. आवेदन पत्र ..... वर्ष देरी से भेजने का विस्तृत कारण निम्न है:-  
.....  
.....
15. क्या आवेदक ने पुनर्विवाह किया है? .....  
(यह तथ्य कर्मचारी की विधवा के लिये लागू होगा)

16. मैं प्रमाणित करता/करती हूँ कि मेरे द्वारा दिया गया उपरोक्त विवरण सही है तथा मैंने किसी भी प्रकार की सत्यता को छुपाया नहीं है एवं मेरे अलावा परिवार के किसी सदस्य ने अधिमानता के आधार पर नियुक्ति हेतु आवेदन पत्र नहीं भरा है एवं अब तक परिवार के किसी सदस्य ने इस आधार पर किसी के लिये राजस्थान राज्य विद्युत प्रसारण निगम लिमिटेड में नियुक्ति प्राप्त नहीं की है। मैं प्रमाणित करता हूँ कि आवेदन पत्र में वर्णित सभी तथ्य मेरी जानकारी में सही है, यदि भविष्य में कोई भी तथ्य असत्य पाया जावे तो मेरी सेवाएँ समाप्त की जा सकेंगी।

दिनांक एवं स्थान :

(आवेदक के हस्ताक्षर एवं पूरा नाम)

साक्ष्य—

### भाग-2

यदि आवेदक विधवा स्वयं नहीं है तो विधवा/अन्य आश्रितों की सहमति

मैंने आवेदन के भाग-1 में उल्लिखित सूचना पढ़ ली है। भली प्रकार सुन ली है। आवेदक को नौकरी दिये जाने हेतु मेरी/अन्य आश्रितों की सहमति है। जिसके समर्थन में मेरा/अन्य आश्रितों का शपथ पत्र संलग्न है।

दिनांक एवं स्थान :

साक्ष्य .....

मृतक की पत्नी के हस्ताक्षर

### भाग-3

कार्यालयाध्यक्ष का प्रमाण पत्र

प्रमाणित किया जाता है कि:-

1. दिवंगत कर्मचारी का कार्यालय अभिलेख के अनुसार सही नाम ..... पुत्र श्री ..... है एवं इनका निधन निगम सेवा में .....पद पर रहते हुए हुआ है।
2. दिवंगत कर्मचारी द्वारा इस कार्यालय में अन्तिम दिनांक ..... तक उपस्थित रहा जिसकी मृत्यु ..... को हुई।
3. दिवंगत कर्मचारी के किसी भी आश्रित का इससे पूर्व प्रकरण उच्चाधिकारियों को अग्रेषित नहीं किया गया है।
4. मूल प्रार्थना पत्र दो प्रतियों में ..... राजस्थान राज्य विद्युत प्रसारण निगम लिमिटेड, ..... को प्रेषित कर लेख है कि मैंने अधिमानता आधार पर नियुक्ति प्रकरण में आवेदक के परिवार की पृष्ठभूमि व भाग-1 के कालम संख्या 11 में वर्णित पारिवारिक सदस्यों के विवरण एवं कालम संख्या 14 में वर्णित आवेदन पत्र देरी से भेजने बाबत इस केस में सम्पूर्ण जाँच कर ली है तथा मृतक कर्मचारी के परिवार का कोई भी आश्रित किसी केन्द्र या राज्य सरकार, अथवा बोर्ड, संगठन, निगम, जो पूर्णतः/भागतः केन्द्र/राज्य के स्वामित्व या नियन्त्रण में हो के अधीन कर्मचारी की मृत्यु के समय अथवा वर्तमान में नियोजित नहीं हैं।

5. आवेदन पत्र विभाग में दिनांक ..... को प्राप्त हुआ है जो कि डायरी संख्या ..... दिनांक ..... पर दर्ज है।
6. आवेदन पत्र में अंकित सूचनाएं मृतक कर्मचारी की सेवा अभिलेख के अनुसार सही है। नियमों के अनुसार आवेदक आवेदित पद ..... पर नियुक्ति का पात्र है।

दिनांक एवं स्थान :

नियंत्रक अधिकारी एवं कार्यालयाध्यक्ष  
के हस्ताक्षर एवं सील