

**GOVERNMENT OF INDIA
FINANCE
LOK SABHA**

UNSTARRED QUESTION NO:520
ANSWERED ON:25.11.2005
APPOINTMENT ON COMPASSIONATE GROUNDS
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Will the Minister of FINANCE be pleased to state:

- (a) the details of rules governing appointments on compassionate grounds in nationalised banks;
- (b) the details of applications received during the last three years from different regional offices of that zone, the action taken thereon and the reasons for rejections;
- (c) whether some rejected cases from Meerut regions have been approved by the Punjab National Bank upon reconsiderations; and
- (d) if so, the reasons for discriminatory yardsticks in similar cases?

Answer

MINISTER OF STATE IN THE MINISTRY OF FINANCE (SHRI S.S. PALANIMANICKAM)

(a), (b) & (c):- .In the light of the principles laid down by the Supreme Court, the appointment on compassionate grounds to the dependent of an employee who died in harness is admissible only if the family of the deceased employee is driven to penury/indigence. Thus, the subject of granting compassionate employment is to enable the family to tide over the crisis and not to give a post. Keeping this perspective in view and to bring about a balance between the business objectives of the banks and their social obligations towards the families of employees dying in harness, a model scheme for payment of ex-gratia lump sum amount in lieu of appointment on compassionate grounds, was circulated by Indian Banks' Association in July 2004, to all Public Sector Banks (PSBs) for framing their own Schemes with the approval of their Boards. Accordingly, the Punjab National Bank (PNB) replaced its old Scheme w.e.f. 29.10.2004 by a new Scheme for payment of ex-gratia (Lump-sum) amount as per IBA's model Scheme as stated above. The details of applications received by PNB during the last three years in the Meerut zone, the action taken thereon and the reasons for rejections are as under:-

Year	No. of cases considered.	No. of cases approved	No. of cases declined
2002	14	7	7
2003	10	4	6
2004	10	1	

Thus, in the Meerut Region of the PNB between 2002- 2004, 12 cases were approved, out of which 3 cases were approved on reconsideration. Also, in the years 2002 & 2003, 13 cases were declined as the financial condition of the families of the deceased employees was not considered to be indigent.

As regard the remaining 9 cases, (excluding the 3 cases already sanctioned, on reconsideration as mentioned above) the same are now being considered under the scheme for payment of ex-gratia.

(d):- There was no discrimination and each case of compassionate appointment was considered on merits, keeping in view the financial position of the family. As regards the cases that have been approved on reconsideration, some changes in the financial position of the concerned families were reported necessitating reconsideration.