



Aryavart Bank

Head Office, A-2 /46, Vijay Khand, Gomti Nagar, Lucknow.
(AN UNDERTAKING OF GOVT OF INDIA, U.P. GOVT. & BANK OF INDIA)

Ref. No. HO/PERS & I.L./AKV

Circular No. 01/34

Date: 01-04-2019

The General Manager
GMO, Lucknow/Aligarh/Banda

The Regional Managers
All Regional Offices

The Chief Managers
All Departments, Head Office & GMOs

The Branch Managers/Chief Managers,
All Branches

Re: **Scheme for Appointment on Compassionate Ground or Payment of Ex-gratia (Lump-sum amount) in lieu of Compassionate Appointment**

It is informed that the provision of payment of Ex-Gratia (Lump-sum) amount to legal heirs/P.F. Nominee of deceased staff members in lieu of compassionate appointments was available in both the erstwhile Banks viz. Allahabad UP Gramin Bank and Gramin Bank of Aryavart. The said scheme was implemented in the RRBs as per guidelines received from NABARD vide letter No. NB/IDD/RRCBD/563/316 (GEN) dated 13.07.2006.


In terms of NABARD letter ref. no NB.IDD.RRB/1216/316 (Compassionate Appoint.) / 2018-19, dated 09 January 2019, informing that the Government of India, Ministry of Finance, Department of Financial Services, New Delhi vide letter no. F. No.7/38/2014-RRB dated 31st December, 2018 have accorded their approval for implementation of the revised Model Scheme for appointment on compassionate grounds in RRBs as per scheme in Public Sector Banks circulated by IBA to CEOs of PSBs vide its letter No. CIR/HR & IR/ 2014-15/532/476 dated 11.08.2014, the erstwhile Allahabad UP Gramin Bank had already implemented the above scheme on 08.02.2019 with the approval of their Board.

Accordingly, with the amalgamation of erstwhile Gramin Bank of Aryavart and erstwhile Allahabad UP Gramin Bank, the newly formed Board of Directors of newly constituted Aryavart Bank, in 1st Board meeting dated 01.04.2019 have approved the **Scheme for Compassionate Appointment or payment of Ex-gratia (Lump-sum amount) in lieu of appointment on compassionate grounds.** Accordingly, the above scheme is effective from 01.04.2019 in Aryavart Bank.

It is also informed that over the period, from time to time any amendments in the above Scheme may also be treated as part and parcel of above scheme.

The salient features, claim and proposal forms for proper implementation of the scheme are enclosed for your information.

Please bring the contents of this circular to the knowledge of each staff member of your Office/Branch.


(AJEYA THAKUR)
GENERAL MANAGER

Encl:

- Regulations for Appointment on Compassionate Ground with Application Format
- Regulations for PAYMENT OF EX-GRATIA LUMPSUM AMOUNT IN LIEU OF APPOINTMENT ON COMPASSIONATE GROUNDS with Application Formats



ANNEXURE-1

Aryavart Bank

Head Office, A-2 /46, Vijay Khand, Gomti Nagar, Lucknow.

(AN UNDERTAKING OF GOVT OF INDIA, U.P. GOVT. & BANK OF INDIA)

Revised Scheme for Appointment on Compassionate ground/Payment of Ex-gratia

1. COVERAGE

- 1.1 To a dependent family member of a permanent employee of the Bank who-
- a) dies while in service (including death by suicide)
 - b) Is retired on medical grounds due to incapacitation Medical Board in a Government Medical College/Government District Head Quarter Hospitals/Panel of Doctors nominated by the Bank for the purpose.
- 1.2 For the purpose of the Scheme, "employee" would mean and include only a confirmed regular employee who was serving full time or part-time on scale wages, at the time of death/retirement on medical grounds, before reaching age of 55 years and does not include any one engaged on contract/temporary/casual or any person who is paid on commission basis.

2. DEPENDENT FAMILY MEMBER

- 2.1 Spouse; or
- 2.2 Wholly dependent son (including legally adopted son); or
- 2.3 Wholly dependent daughter (including legally adopted daughter); or
- 2.4 Wholly dependent brother or sister in the case of unmarried employee.

3. AUTHORITY COMPETENT TO MAKE COMPASSIONATE APPOINTMENT

- 3.1 Chairman.
- 3.2 Board of Directors in special types of cases.
- 3.3 While dealing with proposals for appointment on compassionate grounds in otherwise eligible cases, where disciplinary action was pending against the deceased employer/employee retired on medical grounds or if the deceased employee was involved in serious financial irregularities, embezzlement of funds, committing frauds, etc., Bank will continue to abide by the guidelines issued by the Government of India, requiring consideration and decision in each case by the Board of the Bank/ Authority appointed by the Board.

4. POSTS TO WHICH APPOINTMENTS CAN BE MADE

- 4.1 The appointment shall be made in the clerical and sub-staff cadre only.



5. ELEGIBILITY

- 5.1 The family is indigent and deserves immediate assistance for relief from financial destitution; and
- 5.2 Applicant for compassionate appointment should be eligible and suitable for the post in all respects under the provisions of the relevant Recruitment Rules.

6. EXEMPTIONS

6.1 Compassionate Appointment under the Scheme are exempted from observance of the following requirements:

6.1.1 Normal Recruitment Procedure i.e., without the agency of selection like IBPS/Employment Exchange, Recruitment Board of Bank, etc.

6.1.2 The ban orders on filling up of posts issued by Government of India or any controlling authority.

7. RELAXATIONS

7.1 Upper age limit may be relaxed wherever found to be necessary. The lower age limit should, however, in no case be relaxed below 18 years of age.

Note-1: Age eligibility shall be determined with reference to the date of application and not the date of appointment;

Note-2: Authority competent to take a final decision for making compassionate appointment in a case shall be competent to grant relaxation of age limit also for making such appointment).

8. TIME LIMIT FOR CONSIDERING APPLICATIONS

8.1 Application for employment under the Scheme from eligible depending should normally be considered upto five years from the date of death or retirement on medical grounds and decision to be taken on merit in each case.

8.2 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. While considering such belated requests, it should, however, be kept in view that the concept of compassionate appointment is largely related to the need for immediate assistance to the family of the employee in order to relieve it from economic distress. The very fact that the family has been able to manage somehow all these years should normally be taken as adequate proof that the family had some dependable means of subsistence. Therefore, examination of such cases would call for a great deal of circumspection. The decision to make appointments on compassionate grounds in such cases may, therefore, be taken only at the Board level.



