

**8.14 Public Service – Employment assistance to dependants of deceased Government servants on compassionate grounds regularisation of services within one year – instructions – Issued.**

**LABOUR AND EMPLOYMENT DEPARTMENT**

Letter No. 282, Dated 9.10.91

From  
Thiru R. Varadharajulu, I.A.S.,  
Commissioner and Secretary to Government.

To  
The All Heads of Departments.  
All Departments of Secretariat.  
All Collectors.

Sir,

Sub: Public Service – Employment assistance to dependants of deceased Government servants on compassionate grounds regularisation of services within one year – instructions – Issued.

Ref: Letter Ms. No. 114, Employment Services dated : 28.12.03.

In the letter cited strict instructions have been issued to all the Heads of Departments and the Departments of Secretariat stressing the need to take immediate action for regularisation of services of persons appointed on compassionate grounds and to send necessary proposals immediately after their appointments to the Government in the administrative Departments of Secretariat for their regular appointment.

2. Despite these instructions, it is seen that proposals for regularisation in such cases are sent to the Government after much delay. In one case the proposal has been sent to the Government after lapses of more than seven years from the date of appointment.

3. Such delays cause avoidable hardship to the individual by not getting his annual increment and loss of service because of the prospective regularisation of services from the date of issue of orders, besides unnecessary correspondence at various levels.

4. I am, therefore, to request you to avoid such delayed / belated submission of proposals for regularisation of services of persons appointed on compassionate grounds and to ensure that such proposals are sent to the Government expeditiously and in any case within one year from the date of their temporary appointment, so as to enable them to get annual increment, to complete the period of probation within the stipulated period to pass such Departmental / Special tests proscribed for further promotions and to undergo the foundational Training Course which is a pre-requisite qualification for declaration of their probation, in time.

5. I am, therefore, to request you to adhere strictly to the above time schedule in submitting the proposal for regularisation of services of the persons appointed on compassionate grounds.

The receipt of this letter should be acknowledged.

Yours faithfully,  
Sd/-  
For Secretary to Government.

// True copy //

Section Officer.