

Die- in-harness Scheme- 2015

Government of Tripura. dt. 06.01.2016.



TRIPURA GAZETTE

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PART-I-- Orders and Notifications by the Government of Tripura,
The High Court, Government Treasury etc.

GOVERNMENT OF TRIPURA GENERAL ADMINISTRATION (PERSONNEL & TRAINING) DEPARTMENT

NO.F 1(2)-GA(P&T)/15

Dated, Agartala, the 26th December, 2015

NOTIFICATION

Sub : Die-in-harness Scheme- Government of Tripura.

In supersession of all earlier instructions issued in connection with Die-in-harness Scheme, it is decided to revise the Die-in-harness Scheme along with general guidelines for the purpose of extending Die-in-harness benefits either by a compassionate appointment in Government services of Group-C or Group-D category of post or admissible Financial Assistance as the case may be to the eligible survivors/dependents of the Government employee who dies in harness while in service as narrated hereunder:-

OBJECT:- The object of the Scheme is to extend benefits either by an appointment in Government service on compassionate ground or admissible Financial Assistance to an eligible dependant member of family of a deceased Government servant in the event of death while in service provided that there is no earning member in the family of the deceased. The intention is to relieve the family of the Government servant from financial destitution and to help it get over the financial hardship. Employment would be provided to one of the eligible dependents of the deceased Government servant.

One time Financial Assistance of a sum of Rs.1,00,000/- (Rupees one lakh) only subject to revision by the Government from time to time, may be provided to the family of the deceased Government servant died in harness where there is no eligible member for having the benefit of compassionate appointment.

GENERAL GUIDELINES TO BE FOLLOWED WHILE PROVIDING BENEFITS (EITHER GOVERNMENT EMPLOYMENT OR ADMISSIBLE FINANCIAL ASSISTANCE AS THE CASE MAY BE) UNDER DIE-IN-HARNESSE SCHEME:

1. Eligibility criterion under the scheme:-

(I) Deceased State Government Servants:-

Die-in-harness Scheme shall be applicable to the dependent family member(s) of following categories of an employee who dies while in service including un-natural death -

- (i) A Government servant serving under the State Government;
- (ii) Teaching and non-teaching employees of Privately Managed Government Aided Schools;

(II) Benefits of the Scheme shall not be given if there is any earning member in the family of the deceased family.

Earning member means :-

A Government Servant working under State or Central Government, Public Sector Undertakings/Corporations under State Government or Central Government shall be treated as earning member of the family.

Note:-Home Guards, Women Home Guards, Border Wing Home Guards, DRWs, Permanent Labourers, Casual Labourers, Contingent employee, Anganwadi Workers, Anganwadi Helpers, Social Pension holders, family pension holders, government pension holders, Special Police Officers alongwith employees under different flagship program like Sarva Siksha Avijan, National Health Mission, MGNREGA, etc. including other contract service shall not be treated as earning members for the purpose.

2. Dependent family member shall cover the following -

- (i) wife or husband, as the case may be;
- (ii) legitimate children ,
- (iii) legitimate step Children,
- (iv) adopted Children.
- (v) dependent daughter-in-law;
- (vi) dependent parents;
- (vii) dependent unmarried brother(s)
- (viii) dependent unmarried sister(s) and
- (ix) dependent widowed daughter(s).

Provided that a married son or daughter-in-law or widowed daughter, if he/she lives/used to live separately from other members of the family on or before the death of the Government employee shall not be considered as family member and at the same time he/she shall not be treated as earning member of the family of the government employee for the purpose of providing benefits under the Scheme only.

3. Posts to which appointments under Die-in-harness Scheme can be made -

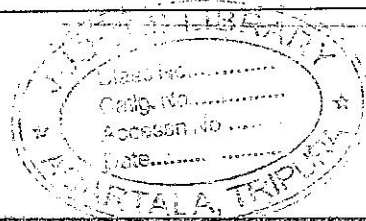
- (i) Group-C or Group-D posts on fixed pay basis against the direct recruitment quota.

Note-1: Group - C post means posts carrying Pay Band-2 with Grade Pay of Rs.2200/- and Group-D post means posts carrying Pay Band-1 with Grade Pay Rs.1400/- as per Tripura State Civil Services(Revised Pay)(Twelfth Amendment) Rules, 2015 and as revised by the Government from time to time.

Note-2: Head of Department/Secretary of the Department concerned where the employee was working prior to his/her death may recommend suitable post (either Group-C or Group-D) as per available vacancies in the Department in consultation with the Finance Department

4. Financial Assistance under the Scheme:-

One time Financial Assistance of a sum of Rs.1,00,000/- (Rupees one lakh) only subject to revision by the Government from time to time, may be provided to the family of the deceased Government servant died in harness where there is no eligible member for having the benefit of compassionate appointment.



5. **Other conditions for employment under the scheme:**

The candidate concerned shall be considered against an existing vacant post of the Department concerned, subject to eligibility as per provisions of the Recruitment Rules for the post concerned and as per reservation policy. In case of non availability of specific category of vacant post in the Department concerned, supernumerary post may be created with prior concurrence of the Finance Department which may be adjusted against the future available vacancy.

6. **Age limit** - Minimum age is 18(eighteen) years and upper age limit is 40(forty) years. Upper age limit is relaxable by 5(five) years in case of SC/ST/PH candidates.

7. **Relaxations on age limit -**

(a) Minimum Age is relaxable by 1(one) year i.e. age of an applicant on the date of death of deceased Govt. servant shall not be less than 17 years to make him/her eligible to get the benefit of Government job under Die in harness scheme. It may be noted that actual employment shall be provided on attaining the age of 18 years.

(b) Upper age limit for the applicant(s) under Die-in-harness Scheme is relaxable by 1(one) year i.e. for candidates of un-reserved category, age should not be more than 41(forty one) years and candidates of SC/ST/PH category should not be more than 46 (forty six) years to get the benefit of Govt. job under Die-in-harness Scheme.

(c) No age limit is prescribed for having the benefits of financial assistance under Die-in-harness Scheme.

(d) There will be no other relaxation in any provisions of Recruitment Rules of any particular post for the purpose of providing compassionate employment under the Scheme.

8. **Exemptions:-**

Candidates considered for appointment to the post of LDC/Computer Operator etc. post under the Scheme where knowledge of typing is essential shall be exempted from appearing typing/computer test. Provided he/she has to qualify the typing test prescribed for the post concerned within 6(six) months of appointment.

9. Limitations for making claim and dispose of cases under Die-in-harness Scheme -

Claims for employment/financial assistance under Die-in-harness Scheme should be submitted before the appropriate authority within 1(one) year from the date of death of the Government servant as per provisions contained under Para-1(II) above. The eligibility in all respect shall be determined as on the date of death of the concerned employee.

10. Responsibilities of the Department concerned:-

- (i) The respective Department shall have to dispose of the cases of die-in-harness where the application is complete in all respects within 6(six) months from the date of receipt of the claim/application submitted by the applicant.
- (ii) Sometimes the members of the family of deceased may not be aware of the provisions of the Die-in-harness scheme and the formalities to be observed in submitting the application (i.e. time limit of submission of application, consequence of submission of false documents etc.).

Therefore, the Department, when they get information about the death of any of their employees, while in service shall immediately communicate in written to the respective family so that application for employment/financial assistance under Die-in-harness scheme from the family of the deceased should be submitted before the appropriate authority in prescribed manner within the stipulated period.

- (iii) The concerned Department shall also intimate in written to the applicant(s) of die-in-harness cases that they should not submit the false/fake documents for having the benefits of die-in-harness scheme.

11. Department(s) where Die-in-harness appointment in respect of the employees of various cadres under the Government of Tripura can be made:-

All India Service- Tripura cadre.	One eligible member of the family concerned may get employment in the Department under which the Officer concerned was posted at the time of death or any other department if vacancy is not available in consultation with Finance Department. If the Officer concerned was in-charge of more than one Department then any of the concerned Department may arrange employment to the candidate concerned. In case of posting in any corporation etc. the case may be considered by the Department related to that corporation concerned.
Tripura Civil Service & Tripura Government Stenographers' Service	Similar provisions may be followed like that of the provisions in respect of the AIS Officers.
Tripura Police Service & Tripura Forest Protection Force of Forest Department deputed from Police Organization.	Tripura Police Organization.
Tripura Forest Service	Forest Department.
Tripura Secretariat Service	General Administration (Secretariat Administration) Department.
Employees of other Departments	Concerned Department in consultation with Finance Deptt.

12. NODAL DEPARTMENT OF THE SCHEME:

(i) The GA (P&T) Department shall act as Nodal Department for the purpose of conveying Government decisions and instructions regarding the scheme.

(ii) Finance Department will function as "Nodal Department" for sponsoring name to a suitable department for providing appointment under Die-in-harness Scheme. While giving compassionate appointment under Die-in-harness Scheme it should be clearly mentioned by the respective administrative department.

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whether post of appropriate category is available in the Department or not. If there is no vacancy in the Department, the Finance Department will sponsor the name to any suitable department where vacancies of appropriate category exists.

Note: The respective Administrative Department shall function as Competent authority towards sanctioning and extending the admissible Die-in-harness benefit to the family of the government servant who died while in service, in pursuance of the guidelines stated in the Scheme and as revised by the Government from time to time.

13. Conditions of compassionate appointment:-

(i) A person who is given compassionate appointment to any post against Die-in-harness Scheme is duty-bound to maintain family members of the deceased Government servant and he/she has to give an undertaking/declaration in writing as per prescribed Format (Annexure-IV) as given below. The above provisions for submission of undertaking has been incorporated in the pro forma for issuing the offer of appointment vide Para 3(iv) of Annexure-V.

(ii) Persons employed under die-in-harness scheme shall be posted anywhere in the State as per requirement of the service in which the person is being appointed. This provision of service conditions is mentioned in the Offer of Appointment (vide Para-2. (iv)) of Annexure-V of the draft Notification of the Scheme.

14. Prescribed formats of Die-in-harness Scheme

- Annexure - I: Format of application under Die-in-harness Scheme.
- Annexure - II: Format of no objection given by the other family member(s) of the deceased Government servant.
- Annexure - III: Format of Report to be furnished by the SDM concerned.
- Annexure - IV: Format of undertaking given by the applicant.
- Annexure - V: Format of Offer of Compassionate Appointment under Die-in-harness Scheme

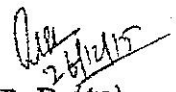
15. Powers to Relax: Where the State Government is of the opinion that if it is felt necessary or expedient to do so, it may, by order, for reasons to be recorded in writing relax any of the provisions of this scheme.



16. **Repeal:** The existing orders/instructions issued from time to time in connection with Die-in-harness Scheme are hereby stand repealed with immediate effect and replaced by this Scheme.

17. All Departments/Heads of Departments are, therefore, advised to follow the above "Die-in-harness Scheme-Government of Tripura" and its guidelines towards extending Die-in-harness benefits (either a compassionate appointment or admissible Financial Assistance).

18. This issues with the approval of the Competent Authority.


(R. P. Datta)
Additional Secretary,
Government of Tripura.

To
All Departments/Heads of Departments, Government of Tripura.

Annexure - I

Format of application for having benefits under Die-in-harness Scheme (either Government employment or admissible financial assistance).

Sl. No.	particulars			To be filled by the candidate
1.	Name of the employee deceased Government servant.			
2.	Designation of the employee.			
3.	Date of death			
4.	Total length of service rendered.			
5.	Whether permanent or temporary			
6.	Belongs to UR/SC/ST/PH			
7.	Amount of Family Pension receiving per month			
8.	Gratuity			
9.	GPF Balance			
10.	Life insurance Policy, if any			
11.	Group Insurance			
12.	Movable and immovable property.			
13.	Brief particulars of liabilities, if any Whether there is loan to re-pay if so amount.			
14.	Name of the candidate for compassionate appointment			
15.	Candidate's relationship with the employee.			
16.	Date of birth of candidate			
17.	Educational Qualification of candidate			
18.	Post for which employment is proposed			
19.	Whether any other dependent has been appointed on compassionate ground.			
20.	Particulars of all dependents family members (if some are employed under govt.			(To be filled in as mentioned below):-
21.	Name of the family members	Age	Relationship with the employee	Employed or unemployed, particulars if employed with amount of income
	(i)			
	(ii)			
	(iii)			
	(iv)			
	(v)			

DECLARATION:-

- (1) I do hereby declare that the particulars given by me above are correct to the best of my knowledge. If any of the facts are found to be incorrect or false in the future then, my compassionate appointment under the "Die-in-harness Scheme" may be terminated.
- (2) In consideration of my compassionate appointment under Die-in-harness Scheme, I do hereby undertake that I shall maintain properly the other family members who were dependent on the person/Government Servant and in case it is proved subsequently (at any time) that the said family members are being neglected or are not being properly maintained by me my appointment may be terminated.

Signature of the candidate
Address:

I have verified that the facts mentioned by the candidate above are correct.

Signature of the Head of
Office with date, name and seal.

Annexure - II

Format of no objection given by the other family member(s) of the deceased Government servant.

We/I the undersigned do hereby state that we /I have no objection towards providing the compassionate appointment in favour of Sri/Smt.....who is a member of our family living together and shall take care of our family in order to relieve the family from financial destitution in absence of late.....who expired.

Sl.No.	Name of the member(s)	Relationship with the candidate.	Full signature.

Date:-

Place:

To be signed in presence of a Gazetted Officer

Signature & Seal
Name of the Gazetted Officer
Designation



Annexure - III

Format of Report to be furnished by the SDM concerned.

To
The Department
Sub:- Field inquiry report in respect of Die-in-harness Scheme for the deceased
employee

1.	Name of the deceased employee Name of the office where deceased employee was working prior to his/her death	
2.	Date of death of deceased employee	
3.	Total number of family members	
4.	Pension being given to the family members	
5.	Gratuity benefit paid to the family members	
6.	Loans to repay by the Government servant	
7.	Insurance policies left behind by the Government servant	
8.	Earning status of other members of the family though not in Government employment. They may be businessman or serving in the private organization. Destitution of the family if any.	
9.	Moveable or immovable property left behind by the Government servant of a certain value including bank balance, Fixed Deposit, shares if any	
10.	Name of applicant applied for Government job	
11.	Relation of applicant with deceased	
12.	Date of birth and age as on the date of death	
13.	Educational qualification of the candidate on the date of death of the deceased Government servant.	
14.	Nationality of the applicant	
15.	Govt. service holder family member, if any with name, designation, salary etc.	
16.	Any member of family in Public/Private Service/Self employed(with details)	
17.	Landed property owned by the applicant with details	
18.	Annual Family Income from all sources (an Income Certificate from appropriate authority). <u>While assessing the income, the factors as stated in Sl. No. 4-9 above shall be required to be taken in to consideration</u>	

Date:

Name signature and Seal of the SDM concerned

ANNEXURE - IV

UNDERTAKING / DECLARATION

I, Shri/Smti.....s/o D/o
W/o.....in consideration of my compassionate
appointment under Die-in-harness Scheme, do hereby undertake that I shall
maintain properly the other family members who were dependent on the
person/Government Servant and in case it is proved subsequently (at any time)
that the said family members are being neglected or are not being properly
maintained by me my appointment may be terminated.

(Signature of the candidate)

To be signed in presence of a Gazetted Officer

Signature & Seal
Name of the Gazetted Officer
Designation



ANNEXURE - V

**PRESCRIBED FORMAT OF THE OFFER OF COMPASSIONATE APPOINTMENT
UNDER DIE-IN-HARNESS SCHEME:**

No. F.....

GOVERNMENT OF TRIPURA

.....Department.

dated, Agartala.....

Shri / Smti.....s/o D/o W/o

is hereby offered on compassionate ground under Die-in-harness Scheme-Government of Tripura in the event of death of deceased Late.....while in service to a purely temporary post of.....under Department on a pay of Rs.....per month in the scale of Pay Rs.....plus other admissible allowances .

2. The Terms and conditions of appointment are as follows:-

- (i) The appointment is purely on temporary basis and will not confer any title to permanent employment.
- (ii) The appointment may be terminated at any time by a month's notice given by either side, namely, the appointee or the appointing authority, without assigning any reasons. The appointing authority, however, reserves the right to terminate the services of the appointee forthwith or before the expiration of the stipulated period of notice by making payment of a sum equivalent to the pay and allowances for the period of notice or the unexpired portion thereof.
- (iii) The appointment under Die-in-harness Scheme shall also be terminated if found that person appointed is unable to maintain properly the other family members who were dependent on the person/Government Servant and in case it is proved subsequently (at any time) that the said family members are being neglected.
- (iv) The appointment carries the liability with the appointee to serve in any part of the State of Tripura.
- (v) The appointee will have to pass a type-writing test (in English) at least at a speed of 30 words per minute within a period of six months from the date his appointment and no time scale increment will be allowed till the appointee successfully passes the Type-Test. In case of LDA-Cum-Typist (Bengali), the speed should be at least 25 words per minute.

- (e) Discharge certificate of previous employment, if any (attested copy).
- (f) Certificate of Citizenship/Permanent Resident of Tripura Certificate (PRTC) (Attested Copy).
- (g) Employment Registration Card (in original).
- (h) Certificate regarding the total income of the members of his/her family including his own, from all sources (from SDM or DCM).

4. It may please be stated whether the candidate is serving or is under obligation to serve, the Central Government or any other State Government or any Public authority.

5. If any declaration given or information furnished by the candidate proves to be false or if the candidate is found to have willfully suppressed any material information, he/she will be liable to removal from service and such other action as the Government may deem necessary.

6. If Shri/ Smti.....accepts the offer of appointment on the above terms, he/she should communicate acceptance byto this office along with all required documents. If no reply is received or the candidate fails to report for duty by the prescribed date, the offer will be treated as cancelled.

7. He / She will not be allowed to join duties without production of Medical Fitness Certificate as specified in Para 3(i) above and other documents mentioned above.

8. This offer can be cancelled at any time without assigning any reason. It will not confer any right for issuing orders for joining the post and/or formal appointment letter.

9. No travelling allowance will be allowed for joining the appointment offered to him/her.

(Signature of the
competent authority)
Government of Tripura.

To
Shri/Smti.....

Address:-

** NOTE: inapplicable clauses should be struck off.

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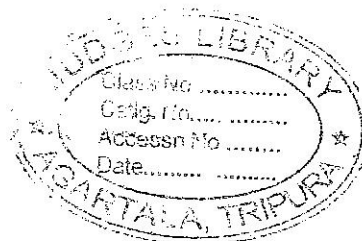
- (vi) Other conditions of service will be governed by the relevant rules and orders in force from time to time.
- (vii) The appointee shall have to undergo any training, if required by this Government. The Services of the appointee failing to successfully complete the training even in three chances shall be liable to termination.

3. The appointment will be further subject to:-

- (i) Production of a certificate of medical fitness from Civil Surgeon/Superintendent of IGM or GBP Hospital Agartala /Government Medical Officer Tripura/ Government Female Medical Officer (for Female candidates)/Sub-divisional Medical Officer, Tripura.

In case of Physically Handicapped Persons (Persons with Disabilities) such medical fitness certificate should be obtained from the Chairman Special Medical Board for Physically Handicapped Persons(Persons with Disabilities), Government of Tripura.

- (ii) Submission of enclosed attestation form duly filled in.
- (iii) Submission of a declaration in the form enclosed and in the event of the candidate having more than one wife living, the appointment will be subject to his being exempted from the operation of restriction on the recruitment in this behalf.
- (iv) Submission of an undertaking in ANNEXURE-IV enclosed regarding maintenance of the members of the family dependent on the deceased Government servant.
- (v) Taking of an oath of allegiance to the Constitution of India in the prescribed form.
- (vi) Production of following certificates:-
 - (a) Degree/ Diploma Certificates of Educational Qualification (Attested copies).
 - (b) Certificate of character from two Gazetted Officers of the Central/State Government in the enclosed form.
 - (c) Certificate of Age proof (Attested copy).
 - (d) Certificate in the prescribed form in support of candidate belonging to a Scheduled Caste or Scheduled Tribe.



- (e) Discharge certificate of previous employment, if any (attested copy).
- (f) Certificate of Citizenship/Permanent Resident of Tripura Certificate (PRTC) (Attested Copy).
- (g) Employment Registration Card (in original).
- (h) Certificate regarding the total income of the members of his/her family including his own, from all sources (from SDM or DCM).

4. It may please be stated whether the candidate is serving or is under obligation to serve, the Central Government or any other State Government or any Public authority.

5. If any declaration given or information furnished by the candidate proves to be false or if the candidate is found to have willfully suppressed any material information, he/she will be liable to removal from service and such other action as the Government may deem necessary.

6. If Shri/ Smti.....accepts the offer of appointment on the above terms, he/she should communicate acceptance byto this office along with all required documents. If no reply is received or the candidate fails to report for duty by the prescribed date, the offer will be treated as cancelled.

7. He / She will not be allowed to join duties without production of Medical Fitness Certificate as specified in Para 3(i) above and other documents mentioned above.

8. This offer can be cancelled at any time without assigning any reason. It will not confer any right for issuing orders for joining the post and/or formal appointment letter.

9. No travelling allowance will be allowed for joining the appointment offered to him/her.

(Signature of the
competent authority)
Government of Tripura.

To
Shri/Smti.....

Address:-

** NOTE: inapplicable clauses should be struck off.