

TAMILNADU POWER DISTRIBUTION CORPORATION LIMITED

(Abstract)

Establishment – Employment Assistance on compassionate grounds Regulations, 2024 – Adoption of G.O. (Ms.) No.33 Labour Welfare and Skill Development (Q1) Department dated 08.03.2023 – Orders – Issued.

(Administrative Branch)

(Per.) FB TNPDCCL Proceedings No.03

Dated:12.02.2025.
Thai 30,
Khrothi Varudam,
Thiruvalluvar Aandu 2056.

READ:

- 1) G.O. (Ms.) No.18, Labour and Employment Department, dated 23.01.2020.
- 2) (Per.) FB TANGEDCO Proceedings No.11 (Adm. Br.) dated 11.06.2020.
- 3) G.O. (Ms.) No.33, Labour welfare and skill development (Q1) department dated 08.03.2023.
- 4) Sl.No.58, Agenda No.PD-126 P-66 of the Minutes of the 126th Board Meeting of TNPDCCL held on 25.11.2024.

PROCEEDINGS :-

The scheme of compassionate ground appointment was introduced by the Erstwhile TNEB, now TNPDCCL, TNGECL, TNPGL and TANTRANSCO, for providing employment assistance to the dependent of the deceased employees based on the various Government Orders issued by the Government from time to time. Following are the salient features of the scheme,

- Employment is being provided by relaxing the normal procedure of recruitment to the legal heirs of the now TNPDCCL, TNGECL, TNPGL and TANTRANSCO, employees who die in harness leaving his family in indigent circumstances.
- It is a welfare measure of the Government to help the legal heirs of the deceased employees appreciating their service rendered by them for the now TNPDCCL, TNGECL, TNPGL and TANTRANSCO,
- Compassionate Ground appointment cannot be claimed as a matter of right. It is a scheme devised by the Erstwhile TNEB, now TNPDCCL, TNGECL, TNPGL and TANTRANSCO, to help the needy legal heirs whose lives are at distress after the employee die in harness.

2) In the Board Proceeding second read above, the Board have examined the whole issue of compassionate ground appointment in detail and issued comprehensive guidelines as per adoption of G.O. (Ms.) No.18, Labour and Employment Department, dated 23.01.2020 under reference 1st cited.

3) Since the introduction of the scheme, several guidelines/ instructions have been issued from time to time. The orders mainly relate to the modalities to be adopted in respect of several factors like the age of the applicant, time limit for applying, education and other qualification of the applicant, persons eligible for applying, procedure to be followed by now TNPDC, TNGECL, TNPGL and TANTRANSCO.

4) After careful consideration, the TNPDC (Erstwhile TANGEDCO) has decided to adopt the new rules of the Government. Accordingly, the TNPDC hereby issues the following regulation mentioned in appendix in supersession of all the earlier orders issued in reference 2 read above.

5) All the Chief Engineers/Superintending Engineers are hereby directed to follow these regulations for providing employment assistance on Compassionate Grounds.

(By Order of the Board of TNPDC)

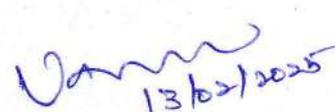
M.SUDARSAN
CHIEF ENGINEER/PERSONNEL

To
All Chief Engineers.(w.e)
All Superintending Engineers.(w.e)

Copy to:-

The Chairman-cum-Managing Director's Table.
All Directors/TNPDC/TNGECL & TNPGL/TANTRANSCO/Chennai - 02.
The Secretary/Chennai-02.
The Chief Financial Controller/Ch-2.
The Chief Internal Audit Officer/Audit Branch/Chennai-2.
The Deputy Chief Engineer/ Adm.Br./Chennai-2.
The Company Secretary/Chennai-02.
All Senior Personnel Officers/Administrative Branch/Ch-2.
The Personnel Officer/Implementation/G.34 Section
(Two Copies for Publication in the TNEB Bulletin).
The CPRO/Ch-2.
The APO/CA-I & CA-II/Adm.Br.

:: FORWARDED :: BY ORDER::


13/02/2025
SUPERINTENDENT

APPENDIX

TAMIL NADU ELECTRICITY BOARD

APPOINTMENT ON COMPASSIONATE GROUNDS REGULATIONS

In exercise of the powers conferred by section 79(c) of the Electricity (Supply) Act, 1948 (Central Act 54 of 1948) read with section 185 of the Electricity (Supply) Act, 2003 and G.O. Ms. No.100, Energy (B2) Department, dated: 19.10.2010, Tamil Nadu Generation and Distribution Corporation Limited now Tamil Nadu Distribution Corporation Limited hereby makes the following regulations, namely:-

1.Short title.— These regulations may be called the Tamil Nadu Electricity Board Appointment on Compassionate Grounds Regulations, 2024.

2.Definitions.— (1) In these regulations, unless the context otherwise requires,-

- (a) "**Board**" means the Tamil Nadu Power Distribution Corporation Limited;
- (b) "**Form**" means a Form appended to these regulations;
- (c) "**Government**" means the state Government;
- (d) "**Employee**" means a person who has been appointed to any service or post in connection with the affairs of the now TNPDC, TNGECL, TNPGL and TANTRANSO, successor entities to the erstwhile Tamil Nadu Electricity Board and includes a probationer, an approved probationer and a full member of a service:

Provided that the following persons shall not be considered as an employee for the purpose of these regulations, namely:-

- (i) a person who is retained in service under regulation 17 (f) (iv) of Tamil Nadu Electricity Board Service Regulations in corresponding;
- (ii) a person who is on extension of service or re-employment;
- (iii) a person who is appointed on casual, ad-hoc or contract basis on consolidated pay or daily wages;
- (iv) a person who is not placed under regular time scale of pay; and
- (v) a person who is appointed to any post on special time scale of pay.

Explanation.— An employee whose services are placed at the disposal of a company, corporation, organisation, local authority, Government of Tamil Nadu, another state Government or the Union Government shall, for the purpose of these regulations, be deemed to be an employee, notwithstanding that his/her salary is drawn from sources other than the consolidated Fund of the state;

(e) "**Head of the Department**" means the Chairman-cum-Managing Director of the TANGEDCO now TNPDC;

(f) "**Family**" means,—

- (i) in the case of a deceased or medically invalidated married employee, his legally wedded spouse, son, daughter including adopted son or daughter, who were dependant on the employee at the time of his death or medical invalidation;

- (ii) in the case of a deceased unmarried employee, his father, mother, brother or sister;
- (iii) in the case of a medically invalidated unmarried employee, his brother or sister;
- (iv) in the case of a deceased or medically invalidated widowed or divorced employee, his son, daughter including adopted son or daughter, who were dependant on the employee at the time of his death or medical invalidation;
- (v) in the case of a deceased widowed or divorced employee, having no children or having minor children who could not qualify for appointment under these regulations, his father or mother;

Provided that, if the father and mother had crossed the maximum age limit specified in sub regulation 1 of regulation 6, brother or sister of the employee, as may be nominated by the father and mother;

- (vi) in the case of a medically invalidated widowed or divorced employee having no children or having minor children who could not qualify for appointment under these regulations, his brother or sister as may be nominated by the father or mother.

(g) "**medically invalidated**" means an employee ordered to be retired from service with not less than five years of left over service on medical invalidation in the public interest under Tamil Nadu Electricity Board Service Regulation and Tamil Nadu Electricity Board employees Leave Regulation.

(2) Words and expressions used but not defined in these regulations shall have the same meaning assigned to them in the Tamil Nadu Electricity Board Service Regulations.

3. Eligibility for appointment.— (1) The members of the family of the following categories of employees are eligible for appointment on compassionate grounds, namely:-

- (a) Employees including those who are under suspension who died in harness;
- (b) Employees, who retired on medical invalidation, with not less than five years of left over service; and
- (c) Missing Employees, who are declared to be dead with effect from a date anterior to the date of their superannuation, by a competent Court under sections 107 or 108 of the Indian Evidence Act, 1872 (Central Act I of 1872).

(2) The following members of the family of a deceased or medically invalidated employee, in the order of priority given hereunder, are eligible for appointment on compassionate grounds, namely:-

(a) Legally wedded spouse:

Provided that where there are more than one legally wedded spouse as permitted by the personal law, one among them, based on the No Objection Certificate given by the other spouses;

(b) Son or daughter of the deceased or medically invalidated employee, including adopted son or daughter;

(c) Parents of the deceased or unmarried employee or divorced or widowed employee, whose children could not be provided appointment due to health condition or having no children or having minor children;

(d) Brother or sister of the deceased or medically invalidated unmarried employee or divorced or widowed employee, whose children could not be provided appointment due to health condition or having no children or minor children.

(3) The eligibility of the family of a deceased or medically invalidated employee, for appointment on compassionate grounds, are subject to the following conditions, namely:-

(a) The family must be in indigent circumstance.

(b) No member of the family shall be in regular employment in Government or Government Company/Corporation/Board or any private enterprise:

Provided that where a member of the family is in regular employment and is living separately without providing any monetary assistance to the family before the death or retirement on medical invalidation of the employee, shall not make the family ineligible:

Provided further that employment of a member of the family in military service shall not make the family ineligible.

(c) For the purpose of clauses (a) and (b), an Integrated Certificate in Form-II shall be obtained from the Tahsildar, where the employee lastly resided or resides, as the case may be:

Provided that in the case of an employee, who was or is a native of other State, the certificate shall also be obtained from the Revenue Divisional Officer or the Deputy Collector concerned of his native State.

Explanation.— For the purpose of this regulation, "a family is in indigent circumstance" means, a family having an income of not more than rupees three lakh per annum from all sources:

Provided that the family pension of the deceased employee or the pension of the medically invalidated employee, as the case may be, shall be excluded.

(4) For removal of doubts, it is hereby clarified that, —

- (a) employment on casual, adhoc or contracts basis, on daily wages or consolidated pay, of any member of the family of a deceased or medically invalidated employee, is not a bar for the family to apply for appointment under these regulations;
- (b) remarriage of the spouse of the deceased employee, who had applied for appointment under these regulations, before being provided with an appointment, shall not make the spouse ineligible for the appointment.

4. Nomination.— (1) In case, the spouse of a deceased or medically invalidated employee could not apply for appointment, due to health condition, appointment may be provided to a son or daughter, as may be nominated by the spouse, subject to eligibility under regulation 3.

(2) Where a parent of a deceased unmarried employee could not apply for appointment due to health condition, appointment may be provided to a brother or sister of the deceased employee as may be nominated by the parent, subject to eligibility under regulation 3.

(3) Where a deceased, divorced or widowed employee, has no children or minor children or such deceased employee's child could not be provided appointment due to health condition and the parents of the deceased employee also could not apply for appointment due to health condition, appointment may be provided to a brother or sister of the deceased employee, as may be nominated by the parent, subject to eligibility under regulation 3.

5. Time limit to make application.— Every application for appointment under these regulations shall be made within a period of three years from the date of death of the employee or from the date of retirement on medical invalidation or from the date of receipt of court order declaring the missing employee as dead, under sections 107 or 108 of the Indian Evidence Act, 1872 (Central Act I of 1872).

6. Age limit.— (1) Notwithstanding anything contained in these regulations governing the post for which appointment on compassionate grounds is to be made, on the date of application for appointment,-

- (a) the spouse of the deceased or medically invalidated employee or the parent of the deceased employee, must not have completed fifty years of age; and
- (b) the son, daughter, brother or sister of the deceased or medically invalidated employee must not have completed forty years of age.

(2) Notwithstanding anything contained in these regulations governing the post for which appointment on compassionate grounds is to be made, there shall be no minimum age limit for the applicant on the date of application for appointment:

Provided that appointment shall not be provided unless the applicant completes eighteen years of age.

7. Educational qualification.— An applicant for appointment under these regulations, must possess the educational qualification prescribed for the post applied for, including adequate knowledge in Tamil, on the date of application.

8. Application for appointment.— (1) The eligible member of the family of the deceased or medically invalidated employee may make an application for appointment under these regulations in Form-I in writing addressed to the Head of the Region/Circle or Office in which the employee was working at the time of his death or retired on medical invalidation, as the case may be.

(2) The following certificates shall be enclosed along with the application, namely:-

- (a) Death Certificate of the employee or order of retirement on medical invalidation, as the case may be.
- (b) Legal heirship certificate in the case of a deceased employee.
- (c) Integrated Certificate in Form-II.
- (d) Certificate of the birth of the applicant.
- (e) Certificates of educational qualification of the applicant.
- (f) Registered deed of adoption in the case of an adopted son or daughter.
- (g) Certificate of undertaking,-
 - (i) in the case of a son or daughter of the deceased or medically invalidated employee, that he shall, on appointment, maintain his siblings and his parents;
 - (ii) in the case of a brother or sister of the deceased or medically invalidated employee, that he shall, on appointment, maintain his parents and the children of the deceased or medically invalidated employee, as the case may be.

(3) The post applied for, as mentioned in Form-I, shall not be permitted to be altered subsequently, for any reason whatsoever.

9. Alternative application.— An applicant, within a period of one year from the date of making the application for appointment under these regulations on the grounds of his ill health or for any other reason, on his request in writing, may be permitted by the appointing authority to nominate any other member of the family to make an alternative application, subject to eligibility in the order of priority specified in sub-regulation (2) of regulation 3:

Provided that, no such alternative application shall be permitted to be made more than once:

Provided further that, no such application shall be permitted to be made after the appointment of the original applicant.

(2) In the case of death of an applicant before being provided with an appointment under these regulations, the other eligible member of the family, as per the order of priority specified in sub-regulation (2) of regulation 3, may make an alternative application for the appointment.

10. Posts filled up under appointment.— Appointment shall be confined to posts in Class "III" or Class "IV" Services depending upon the educational qualification of the applicant on the date of application.

Explanation:- For the purpose of these regulation, Class "III" or Class "IV" posts would mean the posts which are classified in the Tamil Nadu Electricity Board Service Regulations.

11. Rule of reservation.— The rule of reservation provided in regulations 89 of the Tamil Nadu Electricity Board Service Regulations shall not apply to appointments made under these regulations.

12. Ceiling on appointment.— (1) The total number of persons appointed on compassionate grounds at any point of time shall not exceed five percent of the total sanctioned strength, whether permanent or temporary, of all the categories of posts included in Class III Service.

(2) There shall be no such ceiling in respect of posts in class-IV service.

13. Order of priority in appointment.— Appointment on compassionate grounds shall be made from among the eligible applicants, in the order of the date of death of the employee or the date of death as declared by the Court under sections 107 or 108 of the Indian Evidence Act, 1872 (Central Act I of 1872) or the date of retirement on medical invalidation, as the case may be.

14. Procedure for processing of applications.— (1) The Head of the Region/Circle/Office concerned where the deceased employee was working at the time of his death shall immediately report the death of an employee to the Administrative Branch and shall furnish the required particulars to the Administrative Branch within one month.

(2) As soon as may be, but in any case not later than thirty days from the date of death of the employee, the Head of the Region/Circle/Office shall inform the provision of the scheme for appointment on compassionate grounds to the family of the deceased employee in writing under proper acknowledgment.

(3) On receipt of application for appointment, if any, from any member of the family of the deceased or medically invalidated employee under sub-regulation (1) of regulation 8, the Head of the Region/Circle/Office shall examine as to whether the applicant fulfills all the requirements for appointment under these regulations, and if so, forward the same to the Administrative Branch along with his report, within a period of one month from the date of receipt of the application in complete shape.

(4) In case the applicant does not fulfill the requirements for appointment under these regulations, the Head of the Region/Circle/Office shall pass an order of rejection within a period of one month from the date of receipt of the application and communicate the same to the applicant.

(5) The applicant, if aggrieved by the order of rejection under sub-regulation (4), may prefer an appeal to the Chairman-cum-Managing Director of the TANGEDCO within a period of two months from the date of receipt of the order:

Provided that in respect of an order of rejection passed by the Chairman-cum-Managing Director of the TANGEDCO, an appeal shall lie to the Board of the TANGEDCO.

(6) On receipt of the application from the Head of the Region/Circle/Office under sub-regulation (3), the Administrative Branch, shall ensure that the applicant fulfills all the requirements for appointment under these regulations and issue an order of appointment.

(7) In case the spouse of the deceased employee, who had applied for appointment under these regulations, gets remarried, the appointing authority shall issue an order of appointment only after obtaining an undertaking from the spouse that he shall maintain the children and the parents of the deceased.

(8) The Head of the Region/Circle/Office concerned shall maintain a Register indicating the number of applications received and are pending under these regulations in the order of seniority. The Head of the Region/Circle/Office concerned shall send a Quarterly report in this regard to the Chief Engineer/Personnel of the Administrative Branch before the 15th of the month following the end of the quarter.

(9) The Head of the Region/Circle/Office and the Administrative Branch shall maintain a separate register showing the details of the applications, separately for appointment to the posts in Class III and IV service, received under these regulations, in the format prescribed in Form-III. The details shall be sent to the Chief Engineer/Personnel of the Administrative Branch by 1st week of every month, so as to maintain in Chief Engineer/ Personnel of the Administrative Branch.

(10) Appointment under these regulations shall not be granted to more than one member of the family.

(11) Appointment under these regulations shall be made only against the actual vacancies and no supernumerary posts shall be created therefor.

15. Regularization of appointments.— Each appointing authority shall regularize the services of the person appointed under these regulations within a period of one year from the date of his joining service, subject to eligibility.

16. Power to relax.— Where the Board is of the opinion that it is necessary or expedient so to do, it may by order, for reason to be recorded in writing, relax any of the provisions of these regulations with respect to any person where the operation of these regulations causes any hardship:

Provided that educational qualification prescribed for appointment to any post shall not be relaxed.

17. Interpretation.— If any question arises as to the interpretation of these Regulations, it shall be referred to the Government of Tamil Nadu and the decision of the Government thereon shall be final.

18. Saving.— Nothing contained in these Regulations shall adversely affect any person, who has made an application for appointment on compassionate grounds or who has been appointed to any post on compassionate grounds, on the date of coming into force of these Regulations.

FORM-I.
(see regulation 8(1))

Application Form for appointment on compassionate grounds.

1.	Name of the applicant.	
2.	Date of birth. (Birth certificate to be attached).	
3.	Age (as on the date of application).	
4.	Date of application.	
5.	Educational qualification (as on the date of application) (Certificates to be attached).	
6.	Whether the applicant possess adequate knowledge in Tamil?	
7.	Residential address.	
8.	Relationship to the deceased / medically invalidated Employee. (If adopted, adoption certificate to be attached).	
9.	Marital status.	
10.	Name of the deceased / medically invalidated Employee.	
11.	Date of death / medical invalidation / Date of death declared by the competent Court order.	
12.	Designation, place and the office at which the deceased or medically invalidated Employee was working at the time of death or medically invalidated.	
13.	Date of retirement (Had he continued in service but for his death).	
14.	Age at the time of death of the deceased Employee.	
15.	Length of service as on the date of death or medically invalidated Employee.	
16.	Age at the time of retirement (in the case of medical invalidation).	
17.	Whether any charge is pending against the deceased/medically invalidated Employee.	

18.	Details of family members. (name, age, relationship, marital status, occupation to be mentioned).	
19.	Details of income from all sources of the family (including income from pension received by the other dependents, movable / immovable property) (Certificate from the authority concerned to be attached).	
20.	Whether any other dependant member of the deceased / medically invalidated Employee is in regular employment in Government / Private enterprise.	
21.	Whether No Objection Certificate obtained from other dependants (if, applicable).	
22.	Any other information which the applicant desires to give.	

Declaration

I.....do hereby declare that the particulars given above are true to the best of my knowledge and belief. I also agree to the appointment secured by me on compassionate grounds under these regulations being terminated without notice and assigning any reason therefor in the event of finding any misrepresentation or suppression of material fact on my part.

Place:

Signature of the Applicant.

Date:

Counter Signed.

Head of Office.

FORM - II
[see regulation 8(2)(c)]

Integrated Certificate for Compassionate Ground Appointment

1. Thiru/Tmt/Selvi..... who was working as in the office of the died on while in service.
2. His/Her permanent residential address is He/She last resided at
3. The details of the legal heirs of the deceased Board employee are as follows:-

<u>Sl. No.</u>	<u>Name.</u>	<u>Age.</u>	<u>Relationship.</u>	<u>Marital status.</u>	<u>Educational qualification.</u>	<u>Employment details of the deceased board employee</u>	<u>Employer details.</u>	<u>Monthly salary.</u>	<u>Annual income.</u>
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(Rs.) (9)	(Rs.) (10)

- (i) The deceased Employee has no other husband/wife.
- (ii) Legal heir/legal heirs of the deceased Employee was employed even before the date of death of the Employee and is/are living separately supporting/not supporting the family.

4. The details of Immovable properties possessed by the deceased Employee..... and his/her legal heirs are as follows:-

Sl. No.	Name.	Age.	Aadhaar Number	Immovable Properties, Land and Buildings including Residential Houses (Description in respect of each property has to be given separately).					Annual Income derived including Rental income. (Rs.)
(1)	(2)	(3)	(4)	(5)					(6)
	Name of the deceased Employee			District.	Revenue village.	Survey number.	Extent.	(In case of Land) Total Guideline value (Rs.) (In case of Building including residential house its present value) (Rs.)	
1.	Legal heir – 1								
2.	Legal heir – 2 etc.								

5. The details of movable properties held in the name of the deceased Employee and his/her legal heirs are as follows:-

<u>Sl. No.</u>	<u>Name</u>	<u>Property Details</u>	<u>Present Value</u> (Rs.)	<u>Annual Income derived</u> <u>from such property</u> (Rs.)
(1)	(2)	(3)	(4)	(5)
1.	Name of the deceased Employee.			
2.	Legal heir – 1			
3.	Legal heir – 2 etc.			

6. The family of the deceased Employee is receiving a family pension of Rs..... per mensem. The annual value of the family pension is Rs..... The annual Income of all the legal heirs of the deceased Employee from all the sources is Rs..... (excluding Family Pension)

7. After the death of the Employee, the family of the deceased Employee is in / not in indigent situation.

8. I Tahsildar Taluk District has verified all the documents produced before me and that after a detailed enquiry, issued this Integrated Certificate to Thiru/Tmt/Selvi /~~Ms.~~..... (Name of the applicant who is seeking appointment under compassionate grounds).

This Certificate is issued to the individual, for the purpose of seeking appointment on compassionate grounds.

Tahsildar:

FORM – III
(See sub-regulation (9) of regulation 14)

PART – A

List of applications for appointment on compassionate grounds to the Posts in Class-III service.

Position as on the 1st day of

Serial No.	Name of the deceased / medically invalidated Employee	Date of death/medical invalidation/declaration of death by the Court	Name of the applicant and relationship, seeking appointment.	Date of application and age.	Present stage.
(1)	(2)	(3)	(4)	(5)	(6)

PART – B

List of applications for appointment on compassionate grounds to the Posts in Class-IV service.

Position as on the 1st day of.....

Serial No.	Name of the deceased / medically invalidated Employee	Date of death/medical invalidation/declaration of death by the Court	Name of the applicant and relationship, seeking appointment.	Date of application and age.	Present stage.
(1)	(2)	(3)	(4)	(5)	(6)

//TRUE COPY//

Vam
13/02/2025
SUPERINTENDENT