



**ABSTRACT**

**APNPDCL – Revival of scheme of compassionate appointments to the dependents of employees who retire on medical invalidation – Government orders made applicable to APNPDCL employees – Orders - Issued.**

N.O.O. (CGM-HRD) Ms. No. 332

Dt: 17-01-2009.

**Read the following:**

1. B.P. Ms.No. 438, Dt: 24-06-1975.
2. B.P. Ms.No. 119, Dt: 10-02-1982.
3. B.P. Ms.No. 812, Dt: 08-11-1985.
4. B.P. Ms.No. 247, Dt: 17-03-1989.
5. G.O. Ms.No. 202 General Administration (Ser-A) Dept., Dt: 27-4-02.
6. G.O. Ms.No. 203 General Administration (Ser-A) Dept., Dt: 27-4-02.
7. G.O. Ms.No. 305 General Administration (Ser-A) Dept., Dt: 17-7-02.
8. T.O.O CGM(HRD&Trg)-Per Ms.No. 266, Dt: 13-02-04.
9. APNPDCL, Memo. No. CGM(HRD)/GM(S)/AS-II/PO.IV/F.No. 782/2003, Dt: 18-12-2003.
10. G.O.O No. 204/CGM(IR)/DCS/VSD/2008, Dt: 25-07-08.
11. G.O. Ms.No. 661, General Administration (Ser-G) Dept. Dt: 23-10-08.
12. T.O.O (Addl.Secy-Per) Ms.No. 214, Dt: 29-11-08.



**ORDER:**

Government of A.P in the G.O 5<sup>th</sup> cited, have issued orders dispensing with the scheme of providing employment to the dependents of Government employees, who retire on medical invalidation as it is unconstitutional and violative of Article 16 of Constitution of India as held by the Honourable High Court of Andhra Pradesh in its judgement dated 12-10-2001 in W.P No. 13489/2000 and batch and which became final and binding.

2. Government of A.P in G.O 6<sup>th</sup> & 7<sup>th</sup> cited have issued further orders on dealing of pending cases of employees who retired on medical invalidation prior to issue of G.O 5<sup>th</sup> cited.

3. In the reference 9<sup>th</sup> cited, orders were issued dispensing the scheme of providing employment to the dependents of employees proceeding on medical invalidation w.e.f. 12-10-2001.

4. Government of A.P in G.O. Ms.No. 661, General Administration (Ser-G) Dept. Dt: 23-10-2008 have issued orders reviving scheme of compassionate appointments to the dependents of Government employees who retire on medical invalidation, as per the judgement of Hon'ble Supreme Court of India in Civil Appeal No. 4210/2003, dt: 12-08-2008 filed by Sri V. Sivamurthy & others. The APTransco has adopted the above orders vide reference 12<sup>th</sup> cited.

5. After careful consideration, Northern Power Distribution Company of A.P Limited hereby orders that the scheme of compassionate appointments to the dependents of employees who retire on medical invalidation revived by Government of A.P in G.O Ms.No. 661, General Administration (Ser-G) Dept. Dt: 23-10-2008 shall be made applicable to the employees of APNPDCL. Accordingly, the following orders are issued:

1. This concession of compassionate appointment shall be allowed only in exceptional cases where the appointing authority is satisfied that the condition of the family is indigent and in great distress and when there is no other earning member in the family. The word "family" consists of the members as defined in sub-rule 12 (b) of Rule 50 of A.P Revised Pension Rules, 1980.
2. The candidate eligible for appointment under this measure shall be the spouse of the employee or any one of the dependent children of the employee who retired on medical grounds.
3. The eligible person shall be appointed to the post of LDC/Assistant or equivalent post or any other lower post.
4. Applications for appointment from such persons shall be entertained within a period of one year from the date of retirement of Employee on medical invalidation.
5. The Compassionate appointments shall be treated as direct recruitment and temporary appointments to start with.
6. The candidate to be appointed on compassionate grounds under these scheme shall possess the age and other qualifications as per rules in force.
7. The temporary appointment of a spouse or child can be considered for regular appointment without subjecting them to the normal process or recruitment. However:
  - a) A formal notification of vacancy shall be made to the Employment Exchange.
  - b) After filling up the vacancy, the appointing authority will furnish all relevant particulars of the candidates to the Employment Exchange.
  - c) Such appointments should be made under intimation to the Director of Employment and Training excepting in case of High Court.

6. The appointments on compassionate grounds under this scheme shall be in the same unit of appointment. While making these appointments the orders issued from time to time regarding implementation of Spirit of Presidential Orders in direct recruitment in local cadre shall be applicable. The benefit of compassionate appointment on medical grounds shall be confined to the cases, where employee retire on medical grounds, shall have left over service of 5 years before attaining the age of superannuation irrespective of the age of superannuation prescribed for the posts and services. The required period of 5 years of left over service is to be reckoned from the date of issue of orders of retirement on medical invalidation.

7. The employee as and when seeks and apply for retirement on medical grounds, the concerned appointing authority shall refer the case to the CGM(HRD)/APNPDCL/Warangal. The CGM(HRD)/APNPDCL/Wgl shall refer the case to the medical Board for giving report based on the detailed clinical examination and relevant investigations in a Government hospitals/ Government institutions like NIMS, SVIMS etc.

8. The benefit of compassionate appointment shall be extended in case where a employee totally cease to be employable and become a burden on his family i.e., when an employee totally incapacitated on account of serious illness/accident. Accordingly, the disease for which medical invalidation shall be allowed may be any of the following:

- 1) Paralysis:
  - i) All 4 limbs
  - ii) One side upper limb and lower limb
  - iii) Both lower limbs
- 2) End stage Renal diseases
- 3) End stage liver diseases
- 4) Cancer with metastasis stage or secondaries
- 5) Dementia- Mental Disorder
- 6) Severe Parkinson disease
- 7) Loss of limbs (hands or legs) in case of drivers

9. The compassionate appointments on medical invalidation shall be limited to 5 % of Direct Recruitment vacancies in a unit of appointment.

10. These orders shall come into force from the date of issue of this order.

**(BY ORDER AND IN THE NAME OF THE NORTHERN POWER DISTRIBUTION COMPANY OF A.P. LIMITED)**

**CH. NARASIMHA REDDY  
CHAIRMAN & MANAGING DIRECTOR**

**To**

All the Chief Engineers of  
All the Chief General Managers  
All the Superintending Engineers  
All the Divisional Engineers/

} of APNPDCL/WARANGAL

**Copy to:**

The DE/Tech to Chairman & Managing Director/APNPDCL/ Warangal

The P.S. to Director(Operation)/APNPDCL/ Warangal.

The P.S. to Director(Projects)/APNPDCL/ Warangal.

The P.S. to Director(Finance)/APNPDCL/ Warangal.

The P.S. to Director(P&MM)/APNPDCL/ Warangal.

The P.S. to Director(HRD)/APNPDCL/ Warangal.

The CMD/APTransco/APSPDCL/APEPDCL & APCPDCL.

All the General Managers/NPDCL/Warangal

The General Manager-IT/APNPDCL/Warangal - **with a request to place the N.O.O in APNPDCL Website.**

All Asst. Secretaries/APNPDCL/ Warangal.

All the Personnel Officers/Corporate Office/APNPDCL/ Warangal.

The Company Secretary Gr.III/APNPDCL/ Warangal.

The Pay Officer/APNPDCL/ Warangal.

Contd-4

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Energy is Money. Let us save it  
Electricity saved is Electricity produced

**The above orders are also available at [WWW.APNPDCL.IN](http://WWW.APNPDCL.IN)**

All the Senior Accounts Officers/Corporate Office/APNPDCL/Warangal.  
The Company Secretary/APE Employees Union (Regd. No. 1104) H.No. 5-3-133,  
Kothuru Street, Hanamkonda.  
The Company Secretary /APSE Employees Union (Regd. No. 327)H.No. 2-8-464/3,  
Srinagar Colony, NGO's Colony Road, Hanamkonda.  
The Company President/ Telugunadu Vidyuth Karmika Sangam (Regd.No. B1245),  
H.No. 10-3-241, Sapthagiri Residency, Flat No:101, Vidyanagar, Karimnagar.  
The Company Secretary / Telangana Rastra Vidyuth Karmika Sangam (H-58)  
O/o. SE/Op/ Karimnagar.  
The Company Secretary, United Eletrcitiy Employees Union (Reg.No.1829)  
H.No.4-1-258, Indiranagar Colony, Khammam.  
The Company Secretary/APSEB Engineers Association (Regd. No. 874/75)  
H.No.2-5-215, Nakkalagutta, Hanamkonda, Warangal.  
The General Secretary/AP Power Diploma Engineers Association ( Regd. No. B-473)  
H.No. 1-7-1008/DIPEE Bhavan/ Hunter Road, Warangal.  
The General Secretary/APSEB Assistant Engineers Association (Regd. No. 1185)  
O/o. DE/Op/ Jangaon  
The Company Secretary/ APSEB Accounts Officers Association ( Regd. No. C-5)  
O/o: CGM(Expr.)/NPDCL/Wgl.  
The General Secretary/ APSEB Junior Accounts Officers Association  
O/o: Corporate Office/Warangal.  
The General Secretary/APSEB Scretariat (P&G) Employees Association (Regd. No.  
54/1969, O/o. CGM(HRD)/APNPDCL / Warangal.  
The General Secretary/APEE P&G and Officers' Association (Regd. No. 10656)  
O/o. SE/OP/ Warangal.  
The Company Secretary/ BC Employees Welfare Association (Regd. No. 1589)  
O/o. GM(EA&Assts)/Warangal.  
The Company Secretary, SC-ST Welfare Association O/o. SE/Op/Warangal  
The General Secretary/ST Welfare Association O/o: DE/Op/Wgl  
Stock File. //Spare//

**C. No. CGM(HRD)/GM(S)/AS(Estt)/PO-A/ 18-A1/2008.**

**//FORWARDED BY ORDER//**

**Sd/-**

**PERSONNEL OFFICER**