

State Banks' Staff Union (Kerala Circle)

(Affiliated to All India State Bank of India Staff Federation)

Reg. No. 01-36-2000

Circular No.92/21
To All Unit Secretaries



State Bank of India
Local Head Office
Poojappura
Thiruvananthapuram-695 012
Date 17.03.2021

Dear Comrades,

COMPASSIONATE APPOINTMENT RESTORED **LONG PENDING DEMAND ACHIEVED**

Compassionate Appointment in the bank was stopped in 2004. Subsequently bank approved a scheme for payment of Ex – Gratia in lieu of Compassionate Appointment vide e Circular CDO/P&HRD-PM/28/2005-06 dated 04.08.2005. Further a Scheme for Compassionate Appointment in Exceptional cases only w.e.f. 04.08.2005 was also introduced vide Circular No. CDO/P&HRD-PM/20/2011-12 dated 13.05.2011.

2. Since then, State Banks' Staff Union (Kerala Circle) has been vigorously taking up with All India State Bank of India Staff Federation for restoration of Compassionate Appointment in the Bank, in all cases of death. The issue has also been taken up in various Central Bipartites.

3. We are now happy to report that by the persisted efforts and follow up of our Federation, the bank has now restored the scheme of Compassionate Appointment in the bank vide e-Circular CDO/P&HRD-PM/90/2020-21 dated 16th March, 2021.

4. The salient features of the Revised Scheme for Compassionate Appointment is as follows:-

a) The scheme will be applicable to dependent family members of confirmed regular permanent employee of the bank who:

(i) dies while in service (including death by suicide) or

(ii) is retired on medical grounds due to incapacitation before reaching the age of 55 years.

b) The dependents of deceased employee can exercise option to choose between “Revised Scheme for Compassionate Appointment” or “Scheme for payment of Ex-Gratia in lieu of Compassionate Appointment”.

(c) The revised scheme for compassionate appointment will be effective from **16.03.2021**. However the scheme will also cover the death due to COVID-19 with retrospective effect from 24.03.2020.

(d) In case of the dependents family members of the deceased employee who died due to COVID-19 on or after 24.03.2020 have received EX-GRATIA, they may opt for “Revised Scheme for Compassionate Appointment” refunding the amount received under ‘EX - GRATIA’ Scheme.

(e) In case an application for Compassionate Appointment is rejected, the scheme of Ex - GRATIA payment will be eligible.

(f) Application for Compassionate Appointment in the prescribed format is to be submitted through the branch / office where the deceased employee had last worked.

(g) Educational Qualification for Compassionate Appointment is Graduation for appointment in Clerical cadre and Eighth standard pass for appointment in Subordinate cadre.

(h) Compassionate Appointment will be sanctioned to the dependents of the deceased / premature retired employee where the monthly income of the family is less than 75% of the last drawn gross salary.

(i) The request for Compassionate Appointment should be submitted within SIX MONTHS from the date of death / retirement on medical grounds due to incapacitation before reaching the age of 55 years.

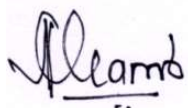
(j) In case the application for Compassionate Appointment could not be submitted, 5 (Five) years shall be the outside limit and no application for compassionate appointment after 5 years of the date of death of employee / retirement of the employee on medical ground will be considered.

(k) The person appointed on compassionate ground should give an undertaking in writing to the effect that he / she will maintain properly the other family members who were dependents on the deceased employee. In case it is proved that the family members are being neglected, his / her appointment may be terminated.

(l) Widow appointed on compassionate grounds upon re-marriage will be allowed to continue in service even after re-marriage

5. We extend our sincere regards and thanks to our Federation for this historic achievement of the long pending demand of the workforce by sustained follow up and effective intervention.

Yours comradely,



(A.Raghavan)
General Secretary

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| ALL INDIA STATE BANK OF INDIA STAFF FEDERATION..... | ZINDABAD |
| NATIONAL CONFEDERATION OF BANK EMPLOYEES..... | ZINDABAD |
| UNITED FORUM OF BANK UNIONS..... | ZINDABAD |
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