

**GOVERNMENT OF WEST BENGAL**  
**LABOUR DEPARTMENT**  
**EMPLOYMENT CELL**  
Writers' Buildings, Kolkata-700001

No. 114-Emp.

Dated, Kolkata, the 14th August, 2008

**NOTIFICATION**

In this Department notification No.30-Emp, dated 02-04-2008 revised guidelines have been issued in the matter of appointment on compassionate ground of the dependants of State Government employees who die-in-harness, or who retire prematurely on being permanently incapacitated for service. The Governor is now pleased to liberalise further some of the requirements for being eligible to get the appointment under the above categories. These are as under:—

A. In para 2(1)(ii) of the notification referred to in para-1 above it has been mentioned that the employee must have at the time of death or premature retirement at least two years of service left to reach the normal age of superannuation. This requirement is now waived in the cases of death in harness.

B. In para 3 of the notification, *ibid*, it has been laid down that the family of a deceased or prematurely retired employees shall be considered to be in need of immediate financial assistance if any of the two conditions mentioned below is satisfied.

- (a) The monthly income of the family falls below 80 per cent of the gross monthly salary of the employee before death or premature retirement.
- (b) The monthly income of the family falls below the minimum salary of a Group-D employee (in case of Group-D employees) or the minimum salary of LDC (in case of employees other than those belonging to Gr-D).

The requirement at (a) above is now raised to 90% from 80%. In other words, the family of the deceased/prematurely retired employee will be considered to be in need of immediate financial assistance if the monthly income falls below 90% of the gross monthly salary of the employee before death or premature retirement.

C. In the latter para of para-3 of the notification *ibid*, in the monthly interest income which forms part of the monthly income of the family, amount received as accumulation of GP Fund has been included along with other amounts received as death benefits.

Since GPF accumulation is entirely out of savings of the Government employee during his service period, it is now decided that the same shall not be reckoned for the purpose of computing the monthly interest income.

The relevant clause of para-3 of the notification shall be deemed to have been modified to the above extent.

2. These modifications shall be deemed to have come into effect from the date of notification, *ibid*, i.e. 02-04-2008.

3. This issues with the concurrence of the Finance (Audit) Department vide their u.o. No.2986 Group 'P' (Service), dated 14-08-2008.

By order of the Governor,

Sd/- AMIT KIRAN DEB  
Chief Secretary  
Government of West Bengal