Government of Himachal Pradesh
Finance Department
(Expenditure Control - II)

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No. Fin-F-(F)-1-1/2025 Dated Shimla - 2, the 01st July, 2026

OFFICE MEMORANDUM

Subject:-Various issue(s) related to 'Compassionate Employment Policy of the Government' - Latest instruction(s) thereof.

1. WHEREAS the State Government had framed a policy on 18.01.1990 for providing employment on compassionate grounds to the dependents of Government servants who die while in service leaving their families in indigent circumstances which was further revised as a whole, especially in view of legal & administrative complication(s) during the year 2019 vide this Department's OFFICE MEMORANDUM No. Fin-F-(A)-(16)-1/2013 dated 07.03.2019.

2. WHEREAS the compassionate employment policy of the State Government clearly provides that such appointment cannot be claimed as a matter of right, rather before offering such appointment, the Government has to see whether the family would be covered under indigent circumstances. As per the decision conveyed by the DOP vide its letter No. Per.(AP-II)F(4)-4/89-III dated 2nd September, 2002, "indigent circumstances" refer to a level of poverty in which real hardship and deprivation are suffered and the normal comforts of life are wholly lacking. It was keeping in view this that the income criterion was prescribed which was further revised from time to time taking into consideration the hike in Consumer Price index, the cost of living, inflation and other relevant facts and circumstances. Accordingly, the compassionate employment cases(s) were considered, approved or rejected by the Government.

3. WHEREAS some of the applicant(s) whose compassionate employment case(s) were rejected earlier, especially because of non-indigency are requesting time and again to the Government to re-examine/ re-consider their indigency on the hard plea that they are still living in indigent circumstances right from the demise of their spouse or a parent, as the case may be, uptill now. They have no source of income to pull on the cart of their life.

4. WHEREAS keeping in view the aforesaid demand of the dependent(s) to re-consider/re-examine their claim(s) for compassionate appointment which stood already rejected by the respective Department(s) for want of indigency [as most of them had been rejected because of high

....2/....

income of the families of deceased employee(s)] which was also upheld even by the Supreme Court of India and many legal opinion(s) tendered thereof, it has been decided, AS A ONE TIME MEASURE, by the Government to re-consider/re-examine the case(s) once rejected at any relevant point of time, within a limited period in order to ascertain their indigency afresh, subject to the following:-

i) The indigency of each such rejected case has to be ascertained afresh, on the date of consideration (i.e. date on which such request is received afresh in the Department concerned) vis-à-vis the present prevailing policy of the Government with regard to their indigent circumstances by the respective Administrative Department(s) within a limited period of six months i. e. upto 31st December, 2026 only along-with relaxation in 5% ceiling on direct recruitment quota post(s) in the category against which such appointment(s), if deemed fit in all respect(s), are to be made in the respective Department(s), through Directorate of Recruitment in Personnel Department in case of Class-III [Job Trainee Junior Office Assistant (IT)] posts while Class-IV/MTW posts shall be filled up strictly as per the 'Common MTW (Multi Task Worker) Policy' of the Government;

ii) As a sequel to it, an application to re-consider/re-examine their case(s) afresh shall be submitted to the concerned Head(s) of Department(s) by the eligible dependent(s) before 31.12.2026 positively, who will decide his/her case within one month from date of receipt of their request/application.

In no case, such request/application shall be entertained beyond the prescribed date ibid, whatsoever the reason(s) may be;

iii) The eligibility of each such case/applicant be ensured strictly as per the provision(s) of the R & P Rule(s) framed for the post(s) for which they are to be considered vis-à-vis the policy of the Government, in vogue, by the Department(s), without any further relaxation therein;

iv) It is clarified that, under this one-time measure, only those compassionate employment cases which were earlier rejected solely on the ground of want of indigency shall be re-considered/re-examined, strictly on the basis of the indigent circumstances prevailing on the date of fresh consideration in terms of this Office Memorandum and no case rejected on any other ground shall be re-opened by

..3/....

any Department; and,

v) All such case(s) if found fit for compassionate employment in all respects, the approval of the Hon'ble Chief Minister be obtained before issuing formal appointment letter(s) to the eligible dependent(s), by the respective Department(s) on their departmental file(s).

5. The aforesaid instruction(s) may be brought to the notice of all concerned for information and compliance in letter & spirit.

6. This Office Memorandum/instruction(s) may also be seen on www.himachal.nic.in/finance under the link "Expenditure."

BY ORDER
Principal Secretary (Finance) to the
Government of Himachal Pradesh, SHIMLA - 2.

To

All the Administrative Secretaries to the
Government of Himachal Pradesh, SHIMLA -2.

Endst. No. Fin-F-(F)-1-1/2025 Dated: 01st July, 2026

1. The Secretary to Governor, H.P., Shimla -2.
2. The Divisional Commissioner(s), Shimla/Kangra/Mandi.
3. The Secretary, H. P. Vidhan Sabha, Shimla - 4.
4. All Heads of Departments in Himachal Pradesh.
5. The Secretary, H. P. Public Service Commission, Shimla -2.
6. The Secretary, H. P. Rajya Chayan Ayog, Hamirpur.
7. The Registrar General, H. P. High Court, Shimla.
8. The Secretaries/Chairman/Managing Directors/Registrar of the Public Sector Undertakings/Autonomous Bodies and Boards/Corporations etc. in Himachal Pradesh.
9. 100 Spare Copies.

[RAJESH GAUTAM]
Under Secretary (Finance) to the
Government of Himachal Pradesh, SHIMLA - 2.

DIRECTORATE OF SCHOOL EDUCATION
HIMACHAL PRADESH, LALPANI, SHIMLA-171001

Endst. No. EDN(SE)-H(1)B(15)9/2025(Fin) dated : Shimla July, 2026

Copy is forwarded for necessary action to:-

1. The Joint Directors (School), Directorate of School Education, H.P. Shimla-1
2. The Joint Controller (F&AS), Directorate of School Education, H.P. Shimla-1
3. The District Attorney, Directorate of School Education, H.P. Shimla-1
4. All the Deputy Directors of School Education (Elementary) in Districts of Himachal Pradesh with the directions that the aforesaid instruction(s) may be brought to the notice of all concerned for information and compliance in letter & spirit.
5. The Assistant Controller (F&AS), Directorate of School Education, H.P. Shimla-1
6. The Section Officer (F&AS), Directorate of School Education, H.P. Shimla-1
7. PS to Director School Education, Himachal Pradesh, Shimla-1
8. PA to Additional Directors, Directorate of School Education, H.P. Shimla-1
9. Incharge, IT Cell, Directorate of School Education, H.P. Shimla-1 with the direction to upload the same on Departmental website.
10. Guard File.

Directorate of School Education
06 JUL 2026
Himachal Pradesh-171001

(B.R. Sharma) HPAS
Addl. Director (Admn)
School Education, H. P.