

F.No 11/19/2023-RRB
Government of India
Ministry of Finance
Department of Financial Services

Jeevan Deep Building
Parliament Street,
New Delhi-110 001.
Dated the 14th September, 2023

To
The Chairman,
All RRBs.

Subject: Implementation of Compassionate Appointment Scheme in RRBs.

Sir/ Madam,

I am directed to refer to NABARD's letter No. NB.IDD.RRB/-/316 (Compassionate Appoint.)/2018-19 dated 09.01.2019 on the above subject, conveying approval of the Government for implementation of the revised model scheme for appointment on compassionate grounds in RRBs, as per the scheme in Public Sector Banks circulated by IBA to CEOs of PSBs vide its letter dated 11.08.2014. The scheme was made effective from the date on which Board of individual RRB adopted the same.

2. In terms of paragraphs 8.1 and 8.2 of the said scheme, application for employment under the scheme from eligible dependents should normally be considered up to five years from the date of death or retirement on medical grounds and decision to be taken on merit in each case. However, Bank can consider request for compassionate appointment even when the death or retirement on medical grounds of the employee took place long back, even five years ago.

3. In some RRBs, appointment on compassionate grounds under the scheme was not allowed where the employee had expired prior to RRB adopting the scheme, resulting in litigation in Courts of Law. While disposing the petitions, the Hon'ble Courts have held that paragraph 8.2 of the scheme has a retrospective effect and appointments on compassionate ground can be considered if the death of the employee had occurred within the span of five years preceding the adoption of the scheme. Appeals/ SLP filed against such orders have been dismissed.

4. Keeping this in view, RRBs are advised to consider the eligible applicants for appointment on compassionate grounds, in terms of paragraphs 8.2 of the Scheme, in case the death of the employee had occurred within five years preceding the adoption of the scheme, subject to the other conditions laid down in the said scheme.

Yours faithfully,


(Abdul Gufran)

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Copy for information and necessary action to:

1. CGM (IDD) NABARD HO, Mumbai.
2. CGM/GM In-charge (RRB), all Sponsor Banks.