

**GOVERNMENT OF KERALA****Abstract**

Co-operation Department- Co-operative Academy of Professional Education (CAPE)- Compassionate Employment Scheme (CES) for the dependents of employees who die in harness-Approved-Orders Issued

CO-OPERATION(D)DEPARTMENT

G.O.(Ms)No.16/2024/Co-Op Dated, Thiruvananthapuram, 13-08-2024

Read 1 Resolution No.184 5.5 of the Executive Committee dt 11.10.2023

² Letter No. CAPEHO/505/2021-A1(E4) dated 27.10.2023 from the Director, Co-operative Academy of Professional Education (CAPE)

3 Letter No. RCS/3691/2024-EM(5) dated 20.04.2024 from the Registrar of Co-operative Societies

ORDER

The 184th Executive Committee meeting of the Co-operative Academy of Professional Education (CAPE) has resolved to introduce Compassionate Employment Scheme (CES) for the dependents of its employees who die in harness. The Director, Co-operative Academy of Professional Education (CAPE), in his letter read as 2nd paper above, has forwarded the scheme to Government and sought their approval. The Registrar of Cooperative

Societies in his letter read as 3rd paper above have recommended the scheme.

2. Government have examined the matter in detail and are pleased to approve the conditions of the Compassionate Employment Scheme (CES) for the dependents of employees of Co-operative Academy of Professional Education (CAPE) who die in harness as appended herewith.

(By order of the Governor)

DR RATHAN U KELKAR I A S

SECRETARY

To:

The Registrar of Co-operative Societies, Thiruvananthapuram

The Director, Co-operative Academy of Professional Education (CAPE),
Thiruvananthapuram

The Principal Accountant General (Audit /A&E), Kerala,
Thiruvananthapuram

The Information and Public Relations (Web & New Media)Department

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Forwarded /By order

Signed by

Rajesh S

Section Officer

Date: 13-08-2024 12:52:38

Appendix**COMPASSIONATE EMPLOYMENT SCHEME (CES) FOR THE
DEPENDENTS OF EMPLOYEES OF CO-OPERATIVE ACADEMY
OF PROFESSIONAL EDUCATION(CAPE)**

1. A scheme to provide employment assistance to the dependent of employees of Co-operative Academy of Professional Education (CAPE) who die while in service. The purpose of the scheme is to provide immediate relief to the family of the deceased employee, who may suffer in the absence of such relief.

Date of Effect

2. Applications received on or after the date of issue of the order shall be disposed of in accordance with the Government order approving this scheme. Pending applications on the date of issuance of orders shall be dealt with in accordance of the conditions prescribed in the Scheme.

Eligibility

3. Application from dependents of Co-operative Academy of Professional Education (CAPE) employees who die-in-harness will be considered for a employment assistance under the scheme. Employees of all categories appointed on regular basis shall be eligible.

4. Dependents of employees of Co-operative Academy of Professional Education (CAPE) missing while in service, if it is not provided otherwise as laid down in section 108 of the Indian Evidence Act/ Section 111 Bharatiya Sakshya Adhiniyam (BSA) will be eligible for employment assistance under the scheme treating the incumbent had died while in service.

5. Dependents of employees who die-in-harness irrespective of the circumstances of death (including suicide) will be eligible for employment assistance under the scheme.
6. Dependents of employees of Co-operative Academy of Professional Education (CAPE) who have availed themselves of invalid pension and in whose case death takes place before the normal date of superannuation shall also be eligible for employment assistance under the scheme.
7. Employment assistance under the scheme shall not be available to the dependent of employees of Co-operative Academy of Professional Education (CAPE) who are allowed to continue in service beyond superannuation either by extension of service or by reemployment and in whose case the death takes place after the normal date of retirement or superannuation.
8. Dependents of employees of Co-operative Academy of Professional Education (CAPE) who opt Voluntary Retirement Scheme (VRS) are not eligible for employment assistance under this scheme.

Family Income

9. The maximum income of the family of the deceased employee of Co-operative Academy of Professional Education (CAPE) shall be the amount of income ceiling as fixed by Government from time to time to make a dependent eligible for compassionate employment under this scheme.
10. The criteria fixed for computing family income will be same as stipulated by Government from time to time.

Dependents

11. (a) Only one dependent will be given employment assistance under the scheme in the event of death of an employee. Employment assistance shall be given to the widow/widower, son, daughter in the said or the priority. Son and daughter shall include adopted son and adopted daughter and will take after son/daughter. However, in the case of unmarried employee die-in-harness father/mother, unmarried sister, unmarried brother shall also be eligible for employment assistance. No other dependents shall be eligible for employment assistance or given appointment under the scheme. Appointment once accepted shall not be changed in any way. In case the applicant is a widow/widower, she/he shall not be remarried on the date of application.

b) Whenever there is a dispute between the claims of two dependents the person recommended by the widow/widower of the deceased employee will be preferred.

c) In the case of dependents other than widow/widower the consent of the widow/widower shall invariably be obtained.

Minimum Service

12. There shall be no minimum service restriction. Dependents of employees of CAPE who are regularly appointed and employed shall be eligible for the benefit of the scheme irrespective of the length of service.

Category of Appointment

13. Appointment under the scheme will be limited to entry posts of Part Time Sweepers, Sweeper, Office Attendant (Peon), Helper, Lift Operator, Attender cum Driver, Electrician cum Plumber, Assistant Grade II, Tradesman, Librarian Gr. IV, Instructor Gr. II, Staff Nurse, Pharmacist to

which direct recruitment is one of the method of appointment.

Qualification

14. The Qualification prescribed for direct recruitment to the post will apply. No relaxation in the qualification will be allowed under the scheme.

Age Limit

15. In the case of appointment to widow/widower there shall be no upper age restriction i.e., applicant shall be given appointment up to the age of retirement. In all other cases upper age limit prescribed for direct recruitment to the post shall applied.

Time Limit for Preferring Applications

16. Time limit for preferring application under the scheme will be two years from the death of the employee. In the case of minor, the period will be within three years after attaining majority.

Procedure of Appointment

17. Applications for appointment from dependents of employees of CAPE who die-in-harness will be entertained only in the prescribed form given in Appendix 'A' with a court fee stamp of Rs.10/- affixed thereon. The application shall be submitted in the institution/office under CAPE where employee had worked last. Legal Heir ship Certificate issued by Tahasildar concerned, income certificate and death certificate should invariably be enclosed with the application. An applicant under the scheme will be permitted to indicate the order of priority of the post applied for. To the extent possible this order of priority will be accepted.

18. Verification of character and other formalities to be followed in case of direct recruitment shall be followed in the case of appointment under the scheme also.

19. Applications for appointment under the scheme shall be placed before the Executive Committee of Co-operative Academy of Professional Education (CAPE) and with the approval of Executive Committee, appointment orders will be issued by the Director of Co-operative Academy of Professional Education (CAPE) satisfying the conditions in this scheme.

General

20. Candidate appointed under the scheme should produce an attested copy of the photograph at the time of joining duty.

21. Appointment once offered and post once applied for shall be allowed to be changed if the request for change is made within the time limit prescribed in para 16 above.

22. Applicants will have the right to withdraw his/her applications at any time within the time limit before the job is accepted, so as to enable another dependent of the family to make his/her application for employment assistance.

23. The appointment given under the scheme will be canceled if and when it is found that there was misrepresentation or suppression of material facts on the part of the applicants while submitting application.

24. Married sons/daughters, are also being considered for appointment under the scheme, on production of the dependent certificate from Tahasildar that they are dependent of deceased employee even after their marriage.

25. The dependents of those candidates selected for appointed who happen to die while undergoing pre-service training and the dependents of employees who die while on leave without allowance will also be eligible under the Scheme.

26. (a) The appointment under the compassionate appointment shall be made against direct recruitment vacancies and that shall not exceed 20% of the total cadre strength of post/category.

(b) No new post will be created for accommodating the legal heirs of the deceased employee. Appointment will be made only against sanctioned posts, if vacancy exist.

(c) Employment assistance under the scheme will be given only on the fulfillment of the conditions stipulated in the orders.

(d) The Executive Committee of CAPE will have right to cancel the order sanctioning the appointment of person under compassionate employment scheme if after the issue of order it is on examination that the orders where issued erroneously.

(e) Government shall have the right to grant any relaxation in the conditions of the scheme based on the recommendations of the Executive Committee of CAPE.

(f) Government shall have the powers to make amendments in the Scheme from time to time as necessary.

Annexures

APPENDIX A

(A Court Fee Stamp of Rupees two should be affixed on the Application Form)

Form of Application for Employment under the Scheme for the Compassionate Employment of the dependents of employees of CAPE Die-in-harness contemplated in G.O(Ms)No.....

1. Name and full postal address of the applicant indicating the name of the District
2. Name, full residential address and details of appointment by the employee together with details of the date of entry in service, organisation where worked before death etc.
3. Relationship of the applicant to the employee who died-in-harness
4. Total continuous service put in by the deceased employee with dates of birth and death
5. Details of the members in the family of the deceased employee together with the name, age occupation and relationship of each with the deceased
6. Total annual family income of the deceased employee (Certificate from concerned authority should be attached).
7. Applicant's age and date of birth (attested copy of the relevant school records or other relevant records should be attached)
8. Educational qualifications and experience, if any, gained (attested copy of the certificate to be attached)
9. Technical qualifications and experience, if any gained (attested copy of the certificate to be attached)

10. Whether the applicant is married or single
11. Whether the applicant or any other dependent of the deceased employees has applied for the benefits under the Scheme earlier?
(if so give details)
12. Whether any other dependent of the deceased employee has availed of the benefit of employment under the scheme previously?
13. Name of posts for which appointment is sought in the order of preference.

DECLARATION

I.....do hereby declare that the particulars given above are true to the best of my knowledge and belief. I also agree to the appointment secured by me under the scheme being terminated without notice in the event of finding any misrepresentation or suppression of material parts on my part.

Place:

Date:

Signature of Applicant

APPENDIX B

Check list of points to be looked into for appointment of Dependents of employees of CAPE Die-in-harness

1. Name and designation of the deceased employee of CAPE
2. Total Service put in by the deceased employee
 - (i) Date of birth of the employee
 - (ii) Date of entry in service
 - (iii) Date of Death
3. Details of members in the family (Name, date of birth, marital status and occupation, if any)
4. Total annual family income of the deceased employee
5. Date of receipt of the application form whom the application is received
6. Name and relationship of the person to be considered for appointment
7. Applicant's age and date of birth
8. Qualification of the candidate as represented and reported
 - (a) Educational qualification
 - (b) Physical measurement
 - Height :
 - Chest-Normal :
 - Expanded :
9. Post for which the applicant is qualified
10. Other points for consideration if any
11. Recommendation of the Chief Executive of PSU/Collector
12. Whether any dependent of the deceased employee was given appointment under the scheme. If so details of appointment given.

APPENDIX C

1. Serial Number
2. Reference Number if nay, date and from whom received
3. Current Number
4. Date of receipt by Clerk
5. Name and Designation of the deceased employees, institution in which the deceased was working
6. Name and address of the applicant
7. Reference issued to whom for enquiry report and date
8. Date of receipt of the enquiry report
9. Report sent to whom and date
10. Nature of disposal

APPENDIX D

1. Serial Number
2. Name and address of the applicant
3. Name of the deceased employee and the PSU where he/she was working
4. Date of receipt of application
5. Current Number
6. How disposed of (if appointment given details there of)

