

**GOVERNMENT OF INDIA  
MINISTRY OF CIVIL AVIATION  
LOK SABHA  
UNSTARRED QUESTION NO. : 1175  
(To be answered on the 9<sup>th</sup> February 2017)**

**APPOINTMENT ON COMPASSIONATE GROUND BY AVIATION COMPANIES**

**1175. SHRI DILIPKUMAR MANSUKHLAL GANDHI**

**Will the Minister of CIVIL AVIATION**

**नागर विमानन मंत्री**

**be pleased to state:-**

- (a) the names of the aviation companies which have made a provision to appoint dependents of their staff on compassionate grounds;
- (b) whether Air India has implemented the provision to appoint dependents of the deceased employee on compassionate grounds;
- (c) if so, the details of the rules of appointment on compassionate grounds;
- (d) the date on which the provision regarding appointments on compassionate grounds was withdrawn and the number of employees who died during harness thereafter;
- (e) whether Air India proposes to appoint even the dependents of the employees who died during the said period; and
- (f) if so, the details thereof and if not, the reasons therefor?

**ANSWER**

**Minister of State in the Ministry of CIVIL AVIATION**

**नागर विमानन मंत्रालय में राज्य मंत्री**

**(Shri Jayant Sinha)**

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**(a):** Appointments in private airlines does not come under jurisdiction of the Ministry.

**(b) and (c):** Yes, Madam. Policy dated 6th April, 2016 on compassionate appointment in Air India Limited effective from 1st January, 2016 is attached as Annexure 'A'.

**(d):** Erstwhile Air India and Erstwhile Indian Airlines merged into a single entity in 2007. Earlier to the merger, different practices vis a vis compassionate appointments were being followed by both the erstwhile Airlines. The provision for Compassionate appointments was put on hold in November 2007. Subsequently, guidelines for appointment on compassionate grounds were issued in September, 2008. The total number of employees who died till 31st December, 2015 is 587 approximately.

**(e) and (f):** As per the current policy on compassionate appointments dated 6th April, 2016, dependents of the employees, who died on or after 1st January, 2016 and this policy supersedes all previous instructions issued in this regard by Air India Limited or by erstwhile companies.

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**Air India Limited: Headquarters**  
(Personnel Department)

Ref. No. HPDO1/Comp. Apt./2016

Dated: 06.04.2016

Sub: Policy on compassionate appointment in Air India Ltd.

**1. Objective of the Scheme:-**

The objective of the Scheme is to grant appointment on compassionate grounds to the dependant family member of a permanent Air India Employee including the permanent employees of Air India Ltd. sent on deputation to its subsidiaries i.e. AIESL, AIATSL etc. who expire while in service.

**2. Definition of dependant family members:-**

- a) Spouse of the deceased employee or
- b) Son (including legally adopted son) of the deceased employee or
- c) Unmarried daughter (including legally adopted daughter) of the deceased employee

**3. Authority competent to make compassionate appointment:-**

CMD shall be the Competent Authority to approve compassionate appointment. He can in specific circumstances and on a case to case basis approve waivers from the policy after passing speaking orders in this regards.

**4. Post to which such appointments can be made:-**

The appointment of the dependant of deceased employee will depend upon the Educational/Technical/ Professional qualification of the dependant.

The request for compassionate appointment will be considered at the entry level in unskilled / skilled / Officer Category.

The entry levels have been defined as under:-

1. U-1 (Asst. Level – II i.e. Peon/Helper/Security Guard/Safaiwala etc. in pay scale Rs 9600-15000/-) or equivalent.
2. S-2 (Supervisor/Clerk/Steno./Store Keeper etc. in pay scale Rs 9600-16000/-) or equivalent.
3. E-1 (Asst. Manager in the pay scale of Rs 16400-40500/-) or equivalent.

**5. Eligibility:-**

Applicant for compassionate appointment should be eligible and suitable for the post in all respects under the provision of relevant recruitment rules. The minimum educational qualifications are defined as under:-

- a) For U-1 (Asst. Level – II i.e. Peon/Helper/Security Guard/Safaiwala etc. or equivalent) the incumbent should be minimum 10<sup>th</sup> class (matriculation or equivalent) pass from a recognised Board of Education.
- b) For S-2 (Supervisor/Clerk/Steno./Store Keeper etc. or equivalent) the incumbent should be minimum a Graduate (or equivalent) from a recognised University.
- c) For E-1 (Asst. Manager in the pay scale of Rs 16400-40500/- or equivalent) the incumbent should have professional/technical qualification i.e. {MBA [2 years, full time]/MCA/CA/ICWA/B.E/MBBS/LLB} from a recognised institute/university.

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Ref. No. HPDO1/Comp. Apt./2016

Dated: 06.04.2016

**6. Relaxation:-**

- a) The upper age limit can be relaxed under special circumstances. The lower age limit cannot be relaxed below 18 years of age.
- b) Age eligibility shall be determined with reference to the date of application and not the date of appointment.
- c) Competent Authority to take final decision for making compassionate appointment shall also be competent to grant relaxation of upper age limit for making such appointment.

**7. Determination / Availability of Vacancies:-**

Appointment on compassionate ground shall be made on a regular basis against regular vacancies. If no vacancy exists at the time of appointment, the appointment will be made on a supernumerary basis and will generally be adjusted against vacancy occurring in future.

**8. Process for selection:-**

The application in the prescribed format (Annexure-A) will be directly addressed to GM (Personnel) Hqrs./Regions by the dependant of deceased employees for compassionate appointment in Air India Ltd. and will be scrutinised by the Personnel Department in Headquarters/Regions and will be put up to the Competent Authority for the consideration. The details regarding authenticity of dependency and educational qualification of the dependant of the employee will be verified by the respective Personnel Department. Keeping in view the qualification of employee a proposal will be put to the Competent Authority suggesting the level for induction for which the request for employment of dependant should be considered.

The suitability of the applicant for compassionate employment will be adjudged through Personal Interview by duly constituted selection committee.

In order to adjudge the suitability of the candidates for compassionate appointment the Competent Authority will constitute a standing three member selection board comprising of a representatives of Personnel Department and another Board Member belonging to SC/ST category. The criteria for assessment will be as defined in the Recruitment & Promotion Rules for the said post.

Appointment under this policy shall normally be given within two months of the date of application. All concerned shall work towards ensuring the same.

**9. Time Limit for considering application for compassionate appointment:-**

The request for compassionate appointment in Air India Ltd. from the dependant family members as stated in the definition of family should generally be submitted within a maximum period of three years from the date of demise of the employee.

Or

Till the time the minor wards complete their education. However, the Claim/Request for compassionate appointment should generally be submitted with Air India Ltd. within three years from the date of demise of employee.

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Ref. No. HPDO1/Comp. Apt./2016

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**10. Where there is a member already an employee with Air India Ltd.:-**

Where there is a family member already employed in Air India Ltd. another dependant family member may be considered for compassionate appointment, only if the case is genuinely deserving of compassion.

**11. Undertaking for maintenance of the family of the deceased employee:-**

A person on appointment in compassionate grounds will give an undertaking in writing that he/she will maintain properly the other dependant family member of the deceased employee and in case it is proved subsequently, that the family members are being neglected or are not being maintained properly by him/her, his / her appointment will be liable for termination. (draft for undertaking will be given to the ward/spouse of the deceased employee).

**12. General Conditions:-**

- a) Appointments made on compassionate ground will be done in a manner that the dependant family member appointed to the post has Essential/Technical/Professional qualification required for the post.
- b) This scheme will be effective from 01<sup>st</sup> January 2016 i.e. date of demise should be on or after this date and supersedes all previous instructions/circulars issued in this regard by Air India Ltd. or by erstwhile Companies.
- c) In case the deceased employee was occupying company accommodation, the dependant member who is given compassionate appointment will be provided company accommodation as per entitlement.

  
 (Ajay Thakur)  
 For Executive Director (Pers. & IR)

CC: All FDs/EDs/CVO  
 CC: GM (Pers.) / GM (IR), Hqrs.  
 CC: All Notice Board