

HIMACHAL PRADESH
PUBLIC WORKS DEPARTMENT

NO.PWE-94-82 (Misc)/28-ES-I 769329
From

Dated:- 17-10-2025

Engineer-in-Chief,
HP.PWD, Shimla-2.

To

The Engineer-in-Chief (Projects)HPPWD,
The Chief Architect HPPWD, Shimla,
All the Chief Engineer (s) HPPWD,
All the Superintending Engineer (s) HPPWD,
All the Executive Engineer(s) HPPWD,
LAOs Shimla/Mandi /Kangra HPPWD,

Subject: - Policy for providing 'Compassionate Employment' and delegation of Powers to department(s) for disposal of cases of compassionate appointments.

I am to enclose herewith a copy of letter No. Fin-F-(F) -1-1/2025 dated 08-10-2025 received from Principal Secretary (Finance) to the Govt. of Himachal Pradesh, Shimla on the subject cited above for information and taking necessary action in the matter.

Encl: As Above.

Signed by
Vijay Kumar Dhiman
Date: 17-10-2025 16:01:53
Registrar,
Himachal Pradesh, PWD,
Shimla-2

Copy forwarded for information and similar necessary action to:-

1. The Executive Engineer (IT Wing) HP.PWD Shimla-2 with direction to upload this letter a/w its enclosures on the official website of the Department.
2. The Superintendent Gr.-I, ES-I &III and dealing assistant in ES-I , EA-IV in this office.

-Sd-
Registrar,
Himachal Pradesh, PWD,
Shimla-2

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

No. Fin-F-(F)-1-1/2025

Dated Shimla - 2, the

08.10.2025

OFFICE MEMORANDUM

Subject:- Policy for providing 'Compassionate Employment' and delegation of Powers to department(s) for disposal of cases of compassionate appointments.

1. A "Revised Policy for providing 'Compassionate Employment' and also delegation of Powers to department(s) for disposal" was framed/circulated vide this Department's OFFICE MEMORANDUM No. Fin-F-(A)-(16)-1/2013 dated 07.03.2019. With a view to make it more simplified & employee-friendly, a need has been considered imperative to amend concerned provision(s) in the wider public interest. Thus, in partial modification, the following Para(s) shall deem to have been amended from the date of issuance of this Office Memorandum below having prospective effect:-

SERIAL No.	EXISTING PARA(S) OF THE POLICY IBID	AMENDED PROVISION THEREIN
01.	<u>PARA-2-TO WHOM THE POLICY IS APPLICABLE</u> <u>PARA-4-POST(S) TO WHICH SUCH APPOINTMENT CAN BE MADE</u> <u>PARA-5-ELIGIBILITY</u>	a) The word 'Contractual employee' <u>wherever appearing in Para(s) 2, 4 & 5</u> shall be substituted by 'Job Trainee' as per the guidelines of the Department of Personnel; b) The Word 'Daily Waged Worker', <u>wherever appearing in Para(s) 2, 4 & 5</u> , shall also be replaced by a suitable formulation once the proposed 'Multi Task Workers'

		relaxed as a one time measure till 31.12.2025. It will also be deemed to be in relaxation of the provision of Para-9 of the Rules of Business of the Government of Himachal Pradesh, 1971 and the Finance Department's instruction(s) dated 24.11.2018.
03.	<u>PARA-11-PROCESSING OF APPLICATIONS</u>	Priority will be given for disposal of eligible compassionate employment case(s) of Widow(s) and Parentless applicant(s) - who were below the age of 45 years on the date of death of the deceased employee.
04.	<u>PARA-12-HOW TO ASSESS INDIGENCY</u>	Income ceiling for assessing indigency of the family of the deceased employee shall now be overall Rs. 3,00,000/- per annum per family without any Per Capita Income ceiling of the family till 31.12.2025.
05.	<u>PARA-17-IMPORTANT COURT JUDGEMENTS RELATING TO COMPASSIONATE APPOINTMENTS</u>	02 more judgements of the Apex Court passed in Sanjay Kumar case and N. C. Santhosh case upholding the "date of consideration" for considering the compassionate employment case(s) by the respective Administrative Department(s) as

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

No. Fin-F-(A)-16-1/2013-I Dated: Shimla - 171 002, the 22.08.2022

OFFICE MEMORANDUM

Subject:- 'Compassionate Employment' - Clarification on already rejected case(s).

1. This Department is in receipt of some proposal(s) from Departments seeking clarification whether the compassionate employment case(s) already rejected on the basis of high income or some other reason(s) at a particular time of their consideration can be re-considered/reviewed.

2. Attention of the Departments is invited to Para-17 (f) of the Policy dated 07.03.2019 which reads as under:-

"The Supreme Court in its judgment dated 05.04.2011 in Civil Appeal No. 2206 of 2006 filed by Local Administration Department vs. M. Selvanayagam @ Kumaravelu has observed that "an appointment made many years after the death of the employee or without due consideration of the financial resources available to his/her dependents and the financial deprivation caused to the dependents as a result of his death, simply because the claimant happened to be one of the dependents of the deceased employee would be directly in conflict with Articles 14 & 16 of the Constitution and hence, quite bad and illegal. In dealing with cases of compassionate appointment, it is imperative to keep this vital aspect in mind".

Further, the Para-17 (g) of the policy dated 07.03.2019 also refers to the Apex Court Judgment in Civil Appeal No. 988 of 2019 (Arising out of SLP (C) No. 7079 of 2016) titled State of Himachal Pradesh & Anr. versus Shashi Kumar.

... 3 ...
Endst. No. Fin-F-(A)-(16)-1/2013 Dated:

22.08.2022

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. Staff Selection Commission, 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.


[ROHIT JAMWAL, IAS]
Special Secretary (Finance) to the
Government of Himachal Pradesh, SHIMLA - 2.