

CORRECTION SLIP NO.37 DATED 03.11.2010

[To Classification & Recruitment Regulations,2005]

Sub : Employment of Sons/daughters of deceased employees – Revising the existing procedure under Appendix-G of the Classification and Recruitment Regulations, 2005 (C.S.28 dtd.16.04.1975).

The Board of Directors under its Resolution No. 1254 dated 29.09.2010 has accorded approval for revising the progress for Employment of Sons/daughters of deceased employees. The details are as under-

1. To substitute the Rule 9 of Appendix-G to the Classification and Recruitment Regulations, 2005 as under.
 - (i) The legal heirs/dependents of the employee to be appointed under the scheme in the company on compassionate ground are required to submit following documents.
 - a) Death Certificate of deceased employee issued by the Competent Authority.
 - b) Legal heirship certificate of Competent Court.
 - c) Consent of the other dependants of the deceased employees to appoint the applicant on appropriate stamp paper.
 - d) Undertaking in writing of the dependent to be appointed that he would take care of the other family members of the deceased employee.
 - e) Attested certificates regarding educational qualification of the applicant.
 - f) Caste certificate & Caste validity certificates in case of B.C. dependant.
 - g) If dependant is not interested to avail the benefits/concessions available to Backward Class communities then certificate regarding non availing the benefits.
 - h) Declaration regarding serving any where in Maharashtra State.
 - i) Any other documents as per the requirement of the case as circulated from time to time.

2. To revise the existing Rules (ii) & (iii) under 'Procedure' of Appendix-G to the Classification and Recruitment Regulations, 2005 as under :-
 - (ii) In respect of other cases, if the proposal is not forwarded to the concerned Competent Authority within three months from the receipt of all documents from legal heir of the deceased employee, then concerned GAD Staff will be held responsible and action under the provisions of Act of Misconduct will be initiate against him.
 - (iii) Before forwarding the proposal in the prescribed form to the Competent Authority for appointment of the candidate on temporary basis, the candidate shall be directed to appear before an officer of the level of the Executive Engineer (Dist)/Executive Engineer (Civil) and above, depending upon the post in Divisionwise/Circlewise/Statewise seniority, for verification of the documents and identification of suitability for which his case is recommended for appointment immediately on temporary basis.
3. To revise the powers for deciding the compassionate appointment cases as shown in Annexure-I to Appendix 'G' of Classification and Recruitment Regulations, 2005.
4. Consequently, the Rule 9, and Annexure – I of Appendix 'G' shall stand modified accordingly.
5. It shall be the responsibility of concerned GAD Head in consultation with the controlling authority of deceased employee should ensure that the required set of paper for claiming appointment by the dependent of deceased are provided within a months period positively and also same are obtained dully filled in from the concerned and case is processed further to the Competent Authority.
6. In case the dependent of deceased employee is not in a position to submit legal heirship certificate from Competent Court, initially an undertaking on bond paper may be accepted and proposal be sent to Competent Authority within three months. However the appointment order shall be issued only on submission of Legal heirship Certificate from Competent Court.
7. The concerned GAD head shall be responsible for intimating the joining of the dependent of deceased employee to the office of MMB Trust for discontinuation of MMB.
8. This Correction Slip shall come into force with effect from 29.09.2010 i.e from the date of Board Resolution.
9. This Correction Slip is also available on Company's web site i.e. www.mahadiscom.in.

Encl : as above.



(Col.R.B.Gowardhan,Retd.)
Executive Director (HR)

To

All as per mailing list of MSEDCL.

**Statement showing the delegation of powers to decided cases of
compassionate appointment to notification of scheme.**

Sr. No.	Eventuality of Compassionate appointment	Existing Delegation	Revised Delegation
1	2	3	4
1	Dependents of deceased employees (including cases wherein the Competent Court declared an employee as “nowhere” or “dead” in case of missing employees) or cases of dependents of employees who are permitted to retire prematurely on medical ground before attaining the age of 50 years.	For Field : Chief Engr. in the filed in consultation with the senior most Officer in the Accounts and GAD branch attached to them. For Corporate Office : CGM (P) in consultation with GM (P) dealing with the subject of compassionate appointment and GM (F&A)	For Filed: Chief Engineer in the filed in consultation with the senior most Officer in the GAD/HR branch attached to them. For Corporate Office: CGM (P) for Non Tech post and CGM (T/E) for Tech. post in consultation with GM(P) dealing with the subject of compassionate appointment.
2	Dependents of the employees who met with non-fatal accident while on duty and declared permanent total disabled for employment and whose services are terminated by declaring him invalidated from service.	For Field : Chief Engr. in the filed in consultation with the senior most Officer in the Accounts and GAD branch attached to them. For Corporate Office : CGM (P) in consultation with GM (P) dealing with the subject of compassionate appointment and GM (F&A).	For Field : Chief Engr. in the field in consultation with the senior most Officer in the GAD/HR branch attached to them. For Corporate Office : CGM (P) for Non Tech post and CGM (T/E) for Tech. post in consultation with GM(P) dealing with the subject of compassionate appointment.
3	Case of the dependents whose services are terminated by declaring them invalidated from service on accounts of incapacitation for service by bodily or mental infirmity.	M.D. in consultation with Director (Opr) and Director (Fin) and ED (HR).	Managing Director in consultation with Director (Finance), Director (Operations), Director (Projects) and Executive Director (HR).

Note:- The powers of iner-Zone posting on compassionate appointment in respect of categories in Pay Group III & IV posts should be exercised by the CGM (P) for Non Tech post and CGM (T/E) for Tech. post.
