



OSMANIA UNIVERSITY
HYDERABAD-500007

No. MR-67
/154/2008/Estt.II.

Dated: 13 .04.2018

ORDERS

Sub: Establishment – Non-Gazetted / Class-IV employees - Implementation of the Scheme of Compassionate Appointments to the dependents of University employees who retire on Medical Invalidation – Adoption of G.O. Ms.No.183/General Administration (Ser-A) Department, Government of Telangana dated 24.05.2016 – Orders – Issued.

- Ref: 1. G.O. Ms.No.661/General Administration (Ser.G) Dept. Government of Andhra Pradesh, dated 23.10.2008.
2. G.O. Ms.No.183/General Administration (Ser-A) Dept., Government of Telangana, dated 24.05.2016.
3. Representation No.109/TSA/OU/2017, dated 27.10.2017 of the Three Service Associations, OU.

1. The Government of Andhra Pradesh vide G.O. Ms.No.661/General Administration (Ser.G) Dept. dated 23.10.2008 issued orders for revival of the scheme of compassionate appointments to the dependents of Government servants who retire on Medical Invalidation.

2. The Government of Telangana has issued G.O. Ms.No.183/General Administration (Ser.A) Department dated 24.5.2016 and decided for adaptation of the orders issued in G.O. Ms.No.661, G.A. (Ser.G) Department, dated 23.10.2008 for the State of Telangana with certain modifications and the order is called **“The scheme of compassionate appointments to the dependants of Government employees who retire on medical invalidation orders issued in G.O.Ms.No.661, G.A.(Ser.G) Department, dt.23.10.2008 (Telangana Adaptation order) 2016.”**

3. The Three Service Associations, OU vide their representation 3rd cited have requested to implement the scheme of Compassionate Appointments to the dependents of University Servants who retire on Medical Invalidation as per G.O. Ms.No.183, Gen. Admn. (Ser-A) Dept. of Government of Telangana dated 24.05.2016.

4. The matter was placed before the Executive Council and the Executive Council at its 146th meeting held on 30.01.2018 has considered the issue and resolved as follows:

“RESOLVED to adopt G.O.Ms.No.183, dated 24.05.2016 issued by General Administration (Ser.A) Department, Government of Telangana on the implementation of the scheme of Compassionate Appointments

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to the dependents of University Non-Gazetted / Class IV Employees who retire on medical invalidation, for the benefit of University Non-Gazetted / Class IV Employees, prospectively, from the date of issue of the orders by the University based on this resolution.”

5. As per the above GOs, the important rules that are to be followed scrupulously by the University / employee / dependent are given below:

I. RETIREMENT OF THE EMPLOYEES ON MEDICAL INVALIDATION

i) The benefit of compassionate appointment shall be extended in case where a University employee is totally cease to be employable and become a burden on his family i.e., when a University employee is totally incapacitated on account of serious illness / accident [**Rule 16(i)(f)**].

ii) Accordingly, the diseases for which medical invalidation shall be allowed may be any one of the following [**Rule 16 (i) (g)**] :

1. Paralysis

(I) All 4 limbs

(II) One side upper limb and lower limb

(III) Both lower limbs

2. End stage Renal diseases

3. End stage Liver diseases

4. Cancer with metastasis stage or secondaries

5. Dementia – Mental Disorder

6. Severe Parkinson disease

7. Loss of limbs (hands or legs) in case of drivers.

iii) The appointing authority on receipt of the application from the University employee for retirement on Medical Invalidation shall refer the case to the Medical Board [**Rule 16**].

iv) In the case of Ranga Reddy and Hyderabad Urban Districts, the Medical Boards already existing in Osmania General Hospital and Gandhi General Hospital shall constitute the team of Doctors (Medical Board) respectively [**Rule 16 (i) (b)**].

v) The benefit of compassionate appointment on medical grounds shall be confined to the cases, where the University employee retired on medical ground, shall have left over service of 5 years before attaining the age of superannuation. The required period of 5 years of left over service is to be reckoned from the date of issue of orders of retirement on medical invalidation [**Rule 15**].

II. COMPASSIONATE APPOINTMENT OF DEPENDENTS OF UNIVERSITY EMPLOYEES WHO RETIRE ON MEDICAL INVALIDATION [Rule 14] :

i) Compassionate appointment shall be allowed only in exceptional cases where the appointing authority is satisfied that the condition of the family is indigent and in great distress and when there is no other earning member in the family.

ii) The candidate eligible for appointment under this measure shall be spouse or any one of the dependent children of the employee who retired on medical grounds.

iii) The eligible person shall be appointed to the post of Junior Assistant or equivalent post or any other lower post.

iv) Applications for appointment from such persons shall be entertained within a period of one year from the date of retirement of University employee on medical invalidation.

v) The compassionate appointments shall be treated as direct recruitment and temporary appointments to start with.

vi) The candidates to be appointed on compassionate grounds under this scheme shall possess the age and other qualifications as per rules in force.

The compassionate appointments on medical invalidation shall be limited to 5% of Direct Recruitment vacancies in a unit of appointment [**Rule 17**].

6. In view of the above Executive Council resolution at para 4, the Vice Chancellor has accorded approval for adoption of G.O.Ms.No.183/General Administration (Ser-A) Department, Government of Telangana, dated 24.05.2016 in the University for implementation of the scheme of Compassionate Appointments to the dependents of University employees who retire on Medical Invalidation.

These orders shall come into force prospectively i.e. with effect from the date of issue of these orders.



REGISTRAR & SECRETARY
EXECUTIVE COUNCIL

To
All the Principals of the Campus & Constituent Colleges, OU.
All the Administrative Officers, OU.

Copy to:

1. The Finance Officer, OU.
2. The Joint Registrar (Administration) OU with a request to note the action taken on the item No.8. of 146th EC meeting.
3. The Deputy Registrar (Pension) / (Pre-Audit) / (Pay Bills) / (T.B), OU.
4. The Assistant Registrar (PF) OU.
5. The Secretary to Vice Chancellor, OU.
6. The P.A. to Registrar / OSD, OU.
7. The President / General Secretary:
 - i) NGO's Staff Association, OU.
 - ii) Technical Staff Association, OU.
 - iii) Employees Union, OU.