

Shiva Gopal Mishra  
Secretary

✓ ① AIRF/520  
② PNM/1/B/2024  
③ PNM/20/2022  
④ PNM/21/2024  
⑤ DC/SCMP/2024  
& DC/SCM/  
28/2024

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National Council (Staff Side)  
*Joint Consultative Machinery*  
*for Central Government Employees*  
13-C, Ferozshah Road, New Delhi - 110001  
E-Mail : nc.jcm.np@gmail.com  
Dated: February 20, 2025

No. NC (JCM)/2025

Shri V. Srinivas  
Secretary (Pension)  
Ministry of Personnel,  
Public Grievances, and Pensions,  
Department of Pension & Pensioners' Welfare,  
3<sup>rd</sup> Floor, Lok Nayak Bhawan, Khan Market,  
New Delhi- 110003.

**Sub: Coverage under Old Pension Scheme where appointment on  
compassionate ground was delayed and appointed after 01.01,2004**

Dear Sir,

We wish to mention that compassionate ground appointments do not involve advertisement or notification for recruitment; rather, the process is initiated upon submission of an application by the widow or dependent of the deceased employee. Therefore, in cases where applications for compassionate appointment were submitted on 31.12.2003, but the actual appointment took place on or after 01.01.2004, such appointees should also be given the opportunity to exercise a one-time option to be covered under the CCS (Pension) Rules, 1972, which corresponds to the Railway Services (Pension) Rules, 1993.

Additionally, the DoP&PW, in its clarificatory O.M. No. 57/05/2021-P&PW (B)/8770 dated 18.06.2024, has provided guidance regarding the applicability of its O.M. dated 03.03.2023 to cases of compassionate ground appointees.

In light of the above, we earnestly request that the facility of coverage under the Old Pension Scheme (OPS) be extended to compassionate ground appointees who had submitted their applications before 01.01.2004 but were appointed after 01.01.2004. This matter was also raised by the All India Railwaymen's Federation (AIRF) in the Permanent Negotiating Machinery (PNM) meeting at the Railway Board level.

It has come to our attention that several cases have been reported from different Zonal Railways and Production Units where employees who passed away before 01.01.2004 had their compassionate ground appointments delayed, resulting in their dependents being appointed after 01.01.2004. Despite the timely submission of applications by the affected families, procedural delays led to their recruitment beyond the specified cut-off date. Since all candidates whose recruitment notifications were issued before 31.12.2003 have already been covered under the Old Pension Scheme, the same principle should be applied to compassionate ground appointees who had submitted their applications before 01.01.2004.

We, therefore, urge your kind intervention in this matter and request the issuance of necessary instructions to the Ministry of Railways (Railway Board) to ensure that compassionate ground appointees who had applied before 01.01.2004 are accorded the benefit of coverage under the Old Pension Scheme, in parity with other eligible employees.

An early and favorable decision in this regard would be highly appreciated.

Yours sincerely,



**(Shiva Gopal Mishra)**  
**Secretary, National Council,**  
**(Staff Side)/JCM**

Copy to: Dr. Pramod Kumar, Director (PP), Ministry of Personnel, Public Grievances, and Pensions, Department of Pension & Pensioners' Welfare, 3<sup>rd</sup> Floor, Lok Nayak Bhawan, Khan Market, New Delhi-110003- For necessary action.

Copy to: Chairman & CEO, Railway Board, New Delhi- For necessary action.

Copy to: DG (HR), Railway Board, New Delhi- For necessary action.