

**GOVERNMENT OF INDIA  
FINANCE  
LOK SABHA**

UNSTARRED QUESTION NO:450  
ANSWERED ON:25.11.2005  
COMPASSIONATE APPOINTMENT IN SBI  
Kuppusami Shri C.

**Will the Minister of FINANCE be pleased to state:**

- (a) whether compassionate appointment of the wards of deceased officers/employees in the State Bank of India has been stopped:
- (b) if so, the reasons therefor ;
- (c) whether there is an acute shortage of staff in many SBI branches across the country :
- (d) if so, the details thereof ;
- (e) whether vacancies caused due to the death or retirements of officers/employees have not been filled up since a long time; and
- (f) if so, the steps being taken by the Government/SBI for appointment on compassionate ground during 200th anniversary of SBI?

**Answer**

MINISTER OF STATE IN THE MINISTRY OF FINANCE (SHRI S.S. PALANIMANICKAM)

(a)&(b) : Yes, Sir. In the- light of the principles laid down by the Supreme Court, the appointment on compassionate grounds to the dependent of an employee who died in harness is admissible only if the family of the deceased employee is driven to penury/indigence. Thus, the subject of granting compassionate employment is to enable the family to tide over the crisis and not to give a post. Keeping this perspective in view and to bring about a balance between the business objectives of the banks and their social obligations towards the families of employees dying in harness, a model scheme for payment of ex-gratia lump sum amount in lieu of appointment on compassionate grounds, was circulated by Indian Banks` Association in July 2004 to all Public Sector Banks

(PSBs) for framing their own Schemes with the ` approval of their Boards.

(c) : No, Sir.

(d)to(f): Do not arise.