

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

NO. P₂/468(031)/2022-PO. (ii)

Office of the VC& MD,
RTC House, PNBS, Vijayawada.

CIRCULAR NO. PD.01/2023 Dated: 31.01.2023

Sub: Medical Invalidation Scheme of GoAP - Provision of Compassionate Appointments to the dependants of Government employees who retire on Medical Invalidation – Implementation of Government rules in PTD – Instructions - reg.

1. In terms of G.Os. Ms. No. 50, 51 and 52 of T, R&B Department dated 30/31.12.2019, all APSRTC employees were absorbed into Government service w.e.f., 01.01.2020 by creating a new Head of the Department by name Public Transport Department under the administrative control of T, R&B Department.

2. As per section 4 of Andhra Pradesh State Road Transport Corporation (Absorption of employees into Government service) Act, 2019 (Act No.36 of 2019), save as otherwise provided for by the Government, by notification specifically applicable to the absorbed employees of APSRTC, all the rules made by or under any law for the time being in force applicable to the State Government employees shall be applicable to the employees of APSRTC absorbed into Government service by virtue of this Act.

3. Regarding provision of compassionate appointments to the eligible dependant family members of the Government employees who retire on Medical invalidation, the Government issued comprehensive guidelines through G.O.Ms.NO.661, GA (Ser.G) Dept dated 23.10.2008 read with G.O.Ms.No.182, GA (Ser.G) Dept., dated 22.05.2014. These guidelines are as well applicable to all APPTD employees.

4. Therefore, it is decided to implement the rules of Medical invalidation Scheme of GoAP communicated through the said G.O.s, in APPTD in all respects. Copies of the said G.O.s are enclosed.

5. Eligibility criteria for compassionate appointment under Medical Invalidation Scheme of GoAP are given below.

5.1. The **diseases** for which medical invalidation shall be allowed may be any one of the following:

- (i) Paralysis: (a) All 4 limbs; (b) One side upper limb and lower limb; (c) Both lower limbs
- (ii) End stage Renal diseases
- (iii) End stage Liver diseases
- (iv) Cancer with metastasis stage or secondaries
- (v) Dementia-Mental Disorder
- (vi) Severe Parkinson disease
- (vii) Loss of limbs (hands or legs) in case of drivers.

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5.2. The benefit of compassionate appointment on medical grounds shall be confined to the cases, where Government servants retired on medical ground, **shall have left over service of 5 years** before attaining the age of superannuation irrespective of the age of superannuation prescribed for the posts and services.

5.3. The required period of 5 years of left over service is to be **reckoned from the date, on which Medical Board approves the request of medical invalidation** provided that the district level committee/state level committee approves the recommendations of the Medical Board.

5.4. This concession of 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. The word "family" consisting of the members as defined in sub-rule 12(b) of Rule 50 of A.P. Revised Pension Rules, 1980.

5.5. The candidate eligible for appointment under this measure shall be the either **spouse or any one of the dependent children** of the Government employee who retired from service on medical grounds.

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

5.7. The eligible person shall be appointed to the post of **Junior Assistant or equivalent post or any other lower post**. The candidates to be appointed on compassionate grounds under this scheme shall possess the **age and other qualifications** as per rules in force.

5.8. Applications for appointment from such eligible dependant family members shall be entertained **within a period of one year** from the date of retirement of Government servant on medical invalidation.

5.9. The compassionate appointments shall be treated as direct recruitment and temporary appointments to start with. The temporary appointment of a spouse or child can be considered for regular appointment without subjecting them to the normal process of recruitment.

5.10. The appointment on compassionate grounds under this scheme shall be in the **same unit of appointment (District/Zone)**. While making these appointments, the provisions contained in the Andhra Pradesh Public Employment (Organization of Local Cadres and Regulation of Direct Recruitment) order, 1975 (Presidential Order on SPF) shall be applicable. Therefore, the cases of PTD employees retired on Medical Invalidation Scheme of GoAP shall be considered for compassionate appointment to the eligible family members in the same Unit of appointment (District/Zone) in APPTD only, subject to fulfilling other eligibility criteria as stipulated in the G.O.s.

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5.11. All such cases where appointments under medical invalidation grounds were made, must be reported in detail by the District Head of the Department along with copies of the orders justifying the appointment orders under medical invalidation to the concerned Administrative Department in Secretariat (T,R&B Dept. for PTD).

6. The procedure for retirement under Medical Invalidation Scheme of GoAP is given below.

6.1. The appointing authority, on receipt of the application from the Government employee for retirement on Medical Invalidation, shall refer the case to the District **Medical Board**.

6.2. The Government constituted the District Medical teams (Medical Boards) as follows:

- a) **Where there are teaching hospitals**, the medical team (Medical Board) shall consist of the Superintendent of the Government General Hospital and two doctors of the cadre of Civil Surgeon, nominated by the Superintendent of Government General Hospital, among them one should be a specialist in the disease/illness with which the employee is suffering and seeking Medical Invalidation and in case of a lady employee seeking a Medical Invalidation, of the two civil surgeons, one should be a lady civil surgeon.
- b) **In all other districts**, the District Co-ordinator of the District Head Quarters Hospitals of Andhra Pradesh Vaidya Vidhana Parishad and two Civil Surgeons nominated by the District Co-ordinator, of whom one shall be from the speciality of the disease with which the employee is suffering from, shall constitute the medical team. In case, it is a woman employee seeking Medical Invalidation, of the two civil surgeons, one should be lady Civil Surgeon. Also where the District Head Quarter Hospital of Andhra Pradesh Vaidya Vidhana Parishad does not have necessary expertise to decide the matter for want of the concerned specialist doctor, it may refer the case to the nearest teaching hospital for obtaining their opinion before making their recommendations.

6.3. The benefit of compassionate appointment shall be extended in case where a Government servant totally cease to be employable and become a burden on his family i.e., when a Government employee is totally incapacitated on account of serious illness/accident.

6.4. Based on the detailed clinical examination and relevant investigations in a Govt.Hospital/ Govt.Institutions like SVIMS etc., the Medical Board shall give its report to the **District Level Committee of officers**, duly marking a copy to the appointing authority.

6.5. After receipt of the Medical Boards recommendations, the appointing authority under whom the employee seeking medical invalidation is working, shall refer the matter to **District Level Committee of officers** for scrutiny and its recommendations.

7. District Level Committee of officers: The Government constituted the District Level Committee of the officers with the following:-

- a) District Collector ...Chairman
- b) The District Medical & Health Officer ...Member
- c) The District Head of the Department in ...Member/Convener

which the employee is seeking retirement on Medical Invalidation.

7.1 The District Level Committee shall consider the Medical Invalidation report given by the Medical Board constituted above and scrutinize the proposal for compassionate appointment on Medical Invalidation strictly in accordance with the guidelines and conditions stipulated in the existing instructions on the scheme. The committee is also competent to seek at its discretion personal presence of the employee seeking retirement on medical invalidation before considering the proposal.

7.2. The District Collector who is heading the District Level Committee shall send the recommendations of the District Level Committee to the concerned District Head of the Department for providing compassionate appointment.

8. State Level Committee of Officers (for State cadre employees): In respect of the State cadre employees, the Government constituted State Level Committee of officers, with the following

- a) Special Chief Secretary/
Principal Secretary to Government
Nominated by the Government ...Chairman
- b) Principal Secretary/Secretary to Govt.
Health Medical & Family Welfare Dept. ...Member
- c) Principal Secretary/Secretary to Govt.
of the Department in which the employee
is seeking retirement on Medical Invalidation ...Member
- d) Principal Secretary/Secretary to Govt.
Finance Department ...Member
- e) Principal Secretary/Secretary to Govt.
G.A(Ser.)Department ...Member
- f) Secretary to Govt., Law Department ...Member
- g) Director of Medical Education ...Member
- h) Dy.Secretary/Jt.Secretary/Addl.
Secretary to Government, HM&FW Dept. ...Member/Convener

8.1. The State Level Committee shall consider the medical invalidation report given by the Medical Board constituted above and scrutinize the proposal for compassionate appointment on Medical Invalidation strictly in accordance with the guidelines and conditions stipulated in the existing instructions on the scheme.

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8.2. In cases of Government employees of Heads of Departments/Secretariat Departments, the proposals shall be placed before the State Level Committee of officers directly through H.M. & F.W. Department in Secretariat based on the recommendations of the Medical Board.

8.3. The Convener of State Level Committee of officers shall send the recommendation of the State Level Committee in each case to the concerned Pri.Secretary /Secretary to Government of the Secretariat Department or to the Heads of Departments concerned for issue of appropriate orders.

8.4. Only where the State Level Committees of officers makes a clear recommendation for retirement on medical invalidation, the concerned Department of Secretariat, Head of the Department shall issue necessary orders permitting the Government employees to retire on grounds of medical invalidation and to appoint the dependents, such Government employees who are permitted to retire on medical invalidation as per the other existing instructions on the scheme.

9. Therefore, all the Unit Officers/appointing authorities are advised to follow the above instructions scrupulously and dispose the representations of the employees of APPTD requesting to retire on Medical Invalidation Scheme of GoAP and provide compassionate appointment to their spouse/children, as per eligibility.

10. These instructions will come into force with immediate effect.

M. S. Rao
31.01.2023

Commissioner: PTD
Ex-Officio VC&MD: APSRTC

Copy to all Officers