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No 11/61/99-2PP-I/10219

GOVERNMENT OF PUNJAB
DEPARTMENT OF PERSONNEL
(PERSONNEL, POLICIES BRANCH)

Dated : Chd, the 19th Aug 1999

To

All the Heads of Departments
Registrar, Punjab and Haryana High Court
All Commissioners of Divisions
All Deputy Commissioners and
All Sub Divisional Magistrates in the
State of Punjab

Sub : Appointments of Honour and gratitude in the State Class-III and Class IV services to the dependent members of the families of War Heroes Policy regarding.

Sir,

I am directed to address you on the subject noted above and to say that the Govt of Punjab has decided to offer appointments to the widow or a dependent member of the family of a War Hero, who achieves martyrdom as also to the War Hero, who has been discharged from service of disability suffered by him. These appointments will be to class-I or lower posts in State Services or in the Public Sector Undertakings in accordance with the qualifications of the applicants. These appointments will be known as "Appointments of Honour and Gratitude" to the War Heroes or their dependents. "War Hero" under this policy is defined as under :-

"War Hero" means a defence services personnel or a Para Military forces personnel who is a bonafide resident of Punjab State, and is killed or discharged from service on account of disability suffered by him while fighting a war declared by Govt of India in operations in Kargil or any other sector in J&K in the on-going conflict with Pakistan or any other operation as may be notified by the State Govt as undertaken for preserving the Unity and integrity of the country on or after 1.1.1999.

Provided that in exception cases. the cases of those War Heroes can also be covered who, though, not bonafide residents of Punjab State, are yet closely connected to the State of Punjab, but in all such cases. the express approval of personnel Department will be necessary".

@Specified Area of operation:-

- (1) Any War declared by the Government of India.
- (2) All operations in Kargil or any other sector in J&K. Other operations are as under:-
 - (i) **Assam** (Operation Rohinno),(ii) **Manipur** (Operation Hifazat & Tuilaphal),(iii) **Arunachal Pradesh** (Operation Falcon)

@(Auth: Pb Govt. Notn No. 2/21/99-7DW/(Part File)/2454 dated 23.08.2005)

- (3) Himachal Pradesh – Operation Varuna-II
(Auth: Pb Govt. Notn No. 10/6/99-1DW/2089 dated 10.10.2008)

2. The posts offered under this policy would be deemed to have been automatically taken out of the purview of the PPSC/SSS. Board/Departmental Selection Committee as the case may be. Necessary amendment under schedule of the Regulations and Instructions governing the working of the Punjab Public Service Commission shall be made separately. But this decision will become operative with immediate effect.

3. The instructions regarding offer of Class-I and Class-II appointments under this Policy will be issued separately. However, while making appointments to the State Class-II and IV services in the light of above decisions. qualifications for various non-technical posts shall be as under :-

- (i) For Class-IV posts .. No Qualification
- (ii) For Class-III posts .. Matriculation

The condition of the experience prescribed for any of these posts (including technical posts) shall stand waived off for appointment under this policy.

An appointee under this policy shall be altogether exempt from acquiring the requisite knowledge of Punjabi language under the rules.

4. The lowest jobs offered in Class-III will be Senior Assistant or its equivalent.
5. There will be no maximum age limit for appointment.

6. Appointments under this policy can be made only against direct quota posts.
7. A widow appointed under this policy will be allowed to continue in service even after remarriage.
8. When appointment has already been accepted against one post under this policy, request for appointment against equivalent or higher post will not be considered and such request shall invariably be rejected.
9. Requests for appointments by the dependents of bereaved families shall be made within a period of two years from the date of death of the "War Hero" or from the date, the "War Hero" is discharged from service on account of having suffered disability. In cases where no dependent member in the family of "War Hero" becomes eligible for appointment within the prescribed period of two years, the request for appointment in such cases can be made within a period of 6 months after the dependent member in the family attains the age of eligibility for entry into Govt service provided that if such a dependent member of the family is pursuing higher education up to graduation level/vocational course which can improve their prospects, the request for appointment can be made within a period of 6 months from the date of completion of such studies/course, or the age of 21 years whichever is earlier.
10. For giving the appointments under this policy against Class-III and Class -IV posts, the minimum age shall be prescribed in the Punjab Civil Service. (General and Common conditions of Service) Rules 1994 and Punjab State (Class-IV) Service, 1963 respectively.
11. It has been decided that in order to implement this policy, there shall be a cell in the Department of Defence Services Welfare. It will be the express responsibility of this Cell to regularly monitor relief on those lines in each and every case. Deputy commissioners shall depute a senior officer to visit the bereaved family at the earliest, apprise them of the Govt policy, get their preference of the station and the job and have the application form for appointment and other documents completed. The Deputy commissioners shall submit the completed applications along with relevant documents to this cell. This cell will process the applications and place them before the High Powered committee for decision. Keeping in view the preferences and circumstances of the family. All appointments under this policy against class-III posts shall be made on the

recommendations of the High Powered committee comprising of Chief Secretary to Govt of Punjab, Principal Secretary, Defence Services Welfare, Punjab, Financial Commissioner, Development, Punjab, Financial Commissioner, Revenue, Punjab, Principal Secretary Finance; Punjab; and Secretary, Personnel, Punjab. In the case of Class IV posts, the Deputy Commissioners of the respective districts will be competent to complete all formalities at their own level and to recommend a candidate in any Department at District level. The recommendations made by the High Powered committee and Deputy Commissioners shall be binding on the concerned Departments.

12. Appointments under this policy will be treated as fresh appointments without any benefit of seniority.

13. Pay of such discharged War Heroes on appointment in Govt service under this policy will be fixed as per principles to be decided separately.

14. It will be an important responsibility of the Head of the Department to look after the Training and welfare of such widows for the initial few years of service.

15. Efforts would be made to provide a suitable job in each case against existing vacancies. However, even if no vacancy exists in a particular office/department and it is decided by the said committee/Deputy Commissioner to offer a suitable job in that office/Department, a new post of direct quota will stand automatically created as a temporary addition to the cadre and will be adjusted as and when next vacancy in that office/department of direct quota occurs.

16. It is clarified that for appointment under this policy, the following shall be considered as dependent members of the War Heroes :-

"Widow or wife or a dependent son or dependent unmarried daughter or adopted dependent son or adopted un-married daughter. However, in case the 'War Hero' was unmarried but had others as dependents on him, then one of the dependent un-married brothers/un-married sisters will be eligible for consideration for appointment under this policy".

17. A certificate from the Military Authorities confirming the fact that the concerned 'War Hero' was killed or was discharged from service on account of disability suffered by him while fighting in Kargil sector of J&K or while fighting for country in any other sector or operation on or after 1.1.1999 which may be notified by the State Govt as

undertaken for preserving the unity and integrity of the Country, shall be attached with the application.

18. A certificate to the effect that the concerned War Hero was/is closely related to the state of Punjab shall also be attached with the application.

19. An affidavit duly attested to corroborate the fact of being widow or a dependent member of the family of 'War Hero' concerned shall also be attached with application.

20. Formats of affidavit required to be attached in specific cases with applications are enclosed at Annexure-I, II, III for convenience.

21. While giving effect to the above policy, it may please be ensured that the claims of the persons who want to take benefit under this policy are checked carefully and their bonafides duly verified as per Annexures.

The receipt of this letter may please be acknowledged.

Yours Faithfully,

Sd/-
(MEGH RAJ)
(Joint Secretary Personnel)

Annx

No 11/61/99-2PP-I/11631

GOVERNMENT OF PUNJAB
DEPARTMENT OF PERSONNEL
(PERSONNEL, POLICIES BRANCH-I)

Dated : Chd, the 24-9-99

To

All the Heads of Departments
Registrar, Punjab and Haryana High Court
All Commissioners of Divisions
All Deputy Commissioners and
All Sub Divisional Magistrates in the
State of Punjab

Sub : Appointments of Honour and gratitude in the State Class-I and Class II services to the dependent members of the families of War Heroes Policy regarding.

Sir,

I am directed to invite your attention to Punjab Govt circular letter No 11/61/99-2PP-I/10219, dated 19th, August 1999 vide which policy instructions were issued regarding grant of appointments of honour and gratitude in the State Services Class-III and IV to the dependant members of the families of the War Heroes. In para 3 of these instructions. It was stated that the policy instructions regarding offer of appointments against class-I and class-II posts under this policy will be issued separately.

2. Govt have now decided to grant appointments of honour and gratitude to the dependants of the 'War Heroes' (As defined in the instructions dated 19/8/99) in State Services Class-I and II posts. The minimum educational qualifications for both Class-I and II posts (Non technical) will be graduation. The condition of experience prescribed for any of these posts (including technical posts) shall stand waived off for appointments

under this policy and the appointee shall be altogether exempt from acquiring the requisite knowledge of Punjabi Language as required under the rules.

3. The actual post to be offered in each case shall be decided by the High Powered Committee headed by the Chief Secretary to Govt of Punjab, after holding personal meeting with the candidates keeping in view :-

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- (a) Qualifications, potential and suitability;
- (b) Preferences of the applicant;
- (c) Actual availability of jobs in different cadres and the actual cadre position at the relevant point of time.
- (d) The total number of jobs to be offered.

4. The rank of the War Heroes will not be a factor to be kept in view while deciding upon the jobs to be offered. After the High Powered Committee finalise its recommendations, final approval will be obtained from the Chief Minister, Punjab, in the Department of Personnel.

5. As stated in para-11 of the instructions dated 19 August 1999, other members of the Committee shall be Principal Secretary to Govt, Punjab, Department of Defence Services Welfare, Financial Commissioner (Dev) Punjab. Financial Commissioner (Rev) Punjab, Principal Secretary to Govt, Punjab, Department of Finance, and Secretary to Govt, Punjab. Department of Personnel. As already laid down in para-2 of the instructions dated 19.8.1999, the posts offered under this policy would be deemed to have been automatically taken out of the purview of the PPSC. Necessary amendment under schedule A of Regulations and Instructions governing the working of PPSC shall be made separately. However, this decision will become operative with immediate effect.

6. To achieve the objective of offering these appointments of Honour and Gratitude to War Heroes or their dependants, the Punjab Civil Services Central and Common conditions of Services, Rules 1994 are being amended suitable for prescribing the educational qualification of graduation for Class-I and II posts and Matriculation for Class-III posts and exempting them from qualifying the test in Punjabi typewriting (where required) and from passing the Punjabi Language examination of Matriculation standard. Similarly, the Punjab State (Class-IV) Services Rules 1963 are being amended

suitably for offering Class-IV posts under this policy and exempting them from the minimum qualification of Middle standard. These amendment would be deemed to have come into operation from the date of issue of the instructions dated 19-8-1999.

7. It has been further decided that all other conditions/provisions prescribed in the instructions dated 19/8/99 will apply into while giving appointments under this policy

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against class-I and II posts.

8. The receipt of this letter may please be acknowledged.

Yours Faithfully,

Sd/-

(MEGH RAJ)

Joint Secretary Personnel

Annx III

No 11/114/99-2PP-I/8013

GOVERNMENT OF PUNJAB
DEPARTMENT OF PERSONNEL
(P.P.I BRANCH)

Dated : Chd, the 27.6.2000

To

All the Heads of Departments
Commissioners of Divisions
Registrar, Punjab and Haryana High Court
District and Session Judges;
Deputy Commissioners and SDMs in the
State of Punjab

Sub : Appointments of Honour and gratitude in the State Class-I and Class II, Class-III and Class-IV services to the dependent members of the families of War Heroes Policy regarding.

Sir/Madam,

I am directed to invite your attention to Punjab Govt circular letter No 11/61/99-2PPI/10219 dated 19.8.99 and No 11/61/99-2PPI/11631 dated 24.9.99 whereby it was decided to offer appointments to the widows or dependant family members of the War Heroes, who achieved martyrdom as also those War Heroes who had been discharged from service on account of disability suffered by them. Such appointments are to be given in the class-I and lower services in the State as well as in the Public Sector Undertaking. Keeping in view the qualifications of the applicants and these appointments are to be known as appointments of 'Honour and Gratitude'.

2. A proposal was received from the Department of Defence Services Welfare that the next of kin of the posthumous awardees of Paramvir Chakra, Mahavir Chakra and Vir Chakra may also be covered under the policy outlined in para 1 above. The definition of 'War Hero' as contained in the circular letter No 11/61/99-2PPI/10219 dated the 19th August 1999, is as under :-

"War Hero" means a defence services personnel or a para-military forces personnel, who is a bonafide resident of Punjab State and is killed or discharged from service on account of disability suffered by him while fighting a war declared by Govt of India in operations in Kargil or any other sector in J&K in the ongoing conflict with Pakistan or any other operation as may be notified by the State Govt as undertaken for preserving the unity and integrity of the country on or after 1.1.1999. Provided that in exceptional cases, the cases of those War Heroes can also be covered who though not bonafide residents of Punjab State, are yet closely connected to the State of Punjab, but in all such cases the express approval of Personnel Department will be necessary".

3. In order to include the next of kin of the posthumous awardee of Paramvir Chakra, Mahavir Chakra or Vir Chakra, the definition of "War Hero" as contained in para-I of circular letter No 11/61/99-2PPI/10219 dated the 19th August 1999 has been amended as under :-

"War Hero" means :

(i) a defence services personnel or a para military forces personnel who is a bonafide resident of Punjab State and has been, on or after 1.1.1999, killed or discharged from service on account of disability suffered by him, while fighting in a war declared so by Govt of India, in operations in Kargil or any other sector in J&K in the ongoing conflict with Pakistan or in any other operations which may be notified by the State Govt. to have been undertaken for preserving the unity and integrity of the country; or

(ii) a defence services personnel or a para-military forces personnel who was a bonafide resident of Punjab State and was posthumously decorated with Paramvir Chakra, Mahavir Chakra or Vir Chakra; provided that :

(a) In exceptional instances, the cases of such War Heroes may also be covered, with the prior approval of the Department of Personnel who though not bonafide residents of Punjab State are yet closely connected to the State of Punjab.

(b) In the case of War Heroes falling in the category (ii), above, the benefit to be given by the State Govt will be restricted only to first generation, dependent members/next of the kin.

Note :- The Govt reserves the right to include any other category of Awardees for the purpose of providing employment to the category of War Heroes, as may be notified.

4. Its receipt may kindly be acknowledged.

Yours Faithfully,

Sd/-
(MEGH RAJ)
Additional Secretary Personnel

Secretaries, Special Secretaries, Additional Secretaries, Joint Secretaries, Deputy Secretaries, Under Secretaries to Govt of Punjab for information and necessary action.

Sd/-
(MEGH RAJ)
Additional Secretary Personnel

To

All the Financial Commissioners/Principal Secretaries
Administrative Secretaries, Special Secretaries,
Additional Secretaries, Joint Secretaries, Deputy
Secretaries, Under Secretaries to the Govt of Punjab.

I.D No 11/114/99-2PPI/8014

Dated, Chandigarh, the 27.6.2000