



RAJASTHAN STATE INDUSTRIAL DEVELOPMENT
& INVESTMENT CORPORATION LIMITED:
UDYOG BHAWAN: TILAK MARG: JAIPUR 302005

**RECRUITMENT OF DEPENDENTS OF EMPLOYEES
DYING WHILE IN SERVICE) RULES, 1985.**

1. **SHORT TITLE AND COMMENCEMENT:**

- i These Rules shall be called RAJASTHAN STATE INDUSTRIAL DEVELOPMENT & INVESTMENT CORPORATION (RECRUITMENT OF DEPENDENTS OF EMPLOYEES DYING WHILE IN SERVICE) RULES, 1985.
- ii These Rules shall come into force with effect from September 1, 1985.

2. **DEFINITIONS:**

In these rules unless the context/otherwise requires;

- i "Appointing Authority" means any other Officers to whom powers have been delegated by the Board of Directors/Working Committee of the Board of the Corporation to exercise the powers and functions of the Appointing Authority under the relevant Rules, if any.
- ii "Board" means the Board of Directors of the Corporation.
- iii "Chairman" means the Chairman of the Board of Directors of the Corporation.
- iv "Corporation" means Rajasthan State Industrial Development & Investment Corporation Limited.
- v "Deceased employee" means an employee of the Corporation, who dies while in service.
- vi "Employee" means a person employed in connection with the affairs of the Corporation and who: -
 - a) was permanent in such employment; or
 - b) though not permanently appointed but had put in one year continuous service in a regular vacancy in such employment; or
 - c) though temporary but had been regularly appointed in such and;

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- d) includes an employee who has been sent on deputation.
- vii **"Family"** means the family of the deceased employee which shall include:
- wife or husband; or
 - legitimate children, step children; or
 - unmarried or widow daughters

Provided that if no such member of the family becomes eligible for getting benefit under those Rules, the benefit available under these Rules may be extended to any other close relative of the deceased to be named by the widow or the Guardian of the children of the deceased with the specific approval of the Chairman.

- Explanations:
- 1) the term "Legitimate children will include adopted children adopted according to the provisions of law
 - 2) employee's legitimate daughter step-daughters whose Gauna or Ruksat has been performed shall not be regarded as wholly dependent, deceased employee.


3 APPLICATION:

These Rules shall be applicable for recruitment or dependents of the deceased employee of the Corporation.

4. RECRUITMENT:

- *i) In case of a deceased employee of the Corporation, if any member of his/her family, is not already employed under the Central/State Government or Statutory Organisation/Corporation owned or controlled by the Central/State Government, at the time of the death of the Corporation Employee or at the time of appointment of the dependent, then he/she shall on making an application for this purpose, be given suitable employment in the Corporation without delay only against an existing vacancy, in relaxation of the normal recruitment rules, provided such member fulfills the educational qualifications prescribed for the post and is also otherwise qualified for the service in the Corporation. Provided that this condition shall not apply where the widow seeks employment for herself.

**(Amended vide office order no. A.1(18)60/2011 dt.19.06.2017)*


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The widow of deceased employees appointed on or before 07.09.2009 under the provision of Recruitment of Dependents of Employee Dying while in Service Rules, 1985 shall be exempted from passing the typing test. In the event of non-availability of a vacancy, such cases shall be considered immediately on the availability of the post/vacancy.

- iii) In the event of non-availability of any member of the family, being unqualified or minor is not found suitable or eligible for immediate employment, such cases shall be considered immediately when any one of them, becomes qualified/eligible for such employment under these rules.

Notes:


As per Government of Rajasthan, Department of Personnel (A-II) notification no. F.5(51)DOP/A-II/88 dated 31-12-1996 - The dependent may be considered for appointment to a post carrying pay scale from Rs. 4750-7440 + GP 1300 and Rs. 5200-20200 + GP 2800 No. 1 to 9A & meant for being filled up by Direct Recruitment in the Subordinate Service/Ministerial Service/Class IV service, as the case may be, according his/her education qualification and fulfillment of other service conditions irrespective of the rank and status of the deceased Corporation employees.

"Provided that in case of a Corporation employee who is killed while performing his official duties, his/her dependent may also be considered for appointment to a post carrying Pay Scale from Rs. 9300-34800 + GP 3200 to Rs. 9300-34800 + GP 3600 and meant for being filled up by direct recruitment, subject to fulfillment of the educational qualifications and other service conditions prescribed under the relevant Rules and with the approval of Competent Authorities.

5. **APPLICATION FOR EMPLOYMENT:**

An application for appointment under these Rules, shall be addressed to the Appointing Authority in respect of the post for which appointment is sought but it shall be sent to A&P Division through the Head of the Division/Cell In charges where the deceased employee was serving prior to his/her death. The applications inter-alia, shall contain the following information:-

- (a) The name & designation of the deceased employees;
- (b) Division/Unit in which he was working prior to his/her death;
- (c) The date & place of the death of the deceased employee (The copy of the death Certificate of the competent Authority has to be enclosed in support of the proof);
- (d) The last pay drawn and the pay scale of the deceased employee;
- (e) Names, Ages and other details pertaining to all the family members of the deceased, particularly about their marital status, employment position;
- (f) Details of financial condition of the family;
- (g) Name, Date of birth, educational & other qualifications with the deceased employee.


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6. PROCEDURE WHEN MORE THAN ONE MEMBER OF THE FAMILY SEEKS EMPLOYMENT:

If more than one member of the family of the deceased employee seeks employment under these Rules, the Appointing Authority shall decide about the suitability of the person for giving employment. The decision will be taken keeping in view also the overall interest of the welfare of the entire family; particularly the widow and the minor members thereof.

7. RELAXATION FOR AGE AND OTHER RECRUITMENT:

(1) The candidates seeking appointment under these rules must not be less than 18 years and more than 40 years at the time of appointment. In the cases in which the wife of the deceased employee being the only candidate found qualified eligible for such employment, there shall be no maximum upper age limit.

(2) The procedural requirement for recruitment, such as written test, typing test or interview by a selection committee or any other Authority shall be dispensed with but it shall be open to the Appointing Authority to interview the candidate in order to satisfy that the candidate will be able to maintain the minimum standard of work & efficiency expected on the post or to prescribe any condition, if considered necessary for acquiring any training or proficiency e.g. typing speed or any other qualification etc. within a reasonable period after such employment under these Rules.

8. SATISFACTION OF APPOINTING AUTHORITY AS REGARDS GENERAL QUALIFICATIONS:

Before a candidate is appointed, the Appointing Authority shall satisfy itself that:

a) The Character of the candidate is such as to render him/her suitable in all respect for employment in the services of the Corporation;

Explanation: Persons dismissed by the Central/State Government or any statutory Board/Organisation/Corporation owned or controlled by the Central/State Government shall be deemed to be ineligible for appointment.

b) He/She is in good mental & physical health and free from any physical defect likely to interfere with the efficient performance of his/her duties, for which the candidate shall be required to appear before the appropriate medical authority and to produce a certificate of fitness in accordance with the rules applicable in this regard; and

c) In the case of male candidate, he has not more than one wife living and in case of a female candidates, she has not married a person already having a wife living.

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9. **INTERPRETATION:**

If any question arises relating to the interpretation of these Rules, the matter shall be referred to the Chairman whose decision thereon, shall be final.

10. **REPEAL AND SAVING:**

All Rules/Regulations corresponding to these Rules inforce immediately before the commencement of these Rules are hereby repealed, but any order made or action taken under the Rules/Regulations so replaced, shall be deemed to have been taken under the corresponding provisions of these Rules.

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