

16.17 FUNERAL GRANT

- 16.17.1 Presently, a Funeral Grant of Rs 10000 is paid to the person who has borne the funeral expenses on the demise of a public officer holding a substantive position or who reckons at least one year's continuous service. The recipient of the Grant is usually the heir or near relative (father, mother, brother, sister, husband, wife, son, daughter, father-in-law, mother-in-law) of the defunct.
- 16.17.2 This provision is also in consonance with the Workers' Rights Act 2019 which caters for a Death Grant, payable in case of death of a worker who has been in continuous employment with the same employer for not less than 12 consecutive months. Besides, as an employer, Government in almost all countries across the world provides some form of financial support to the person who has borne the funeral expenses.
- 16.17.3 Demand received from Federations in connection with the Funeral Grant relates mainly to an upward revision of its quantum.
- 16.17.4 Since the underlying principle of the Funeral Grant is to provide some financial assistance to the family during this difficult time, the Bureau is maintaining payment of same while enhancing its quantum. Furthermore, we consider that on the demise of an officer, whether he/she was substantively appointed or not, the funeral expenses would be the same for the family. Hence, we are extending this provision in case of death of any officer who passes away while in employment in the Public Service.

Recommendation 1

- 16.17.5 We recommend that where an officer passes away while in service, his heir or near relative (father, mother, brother, sister, husband, wife, son, daughter, father-in-law, mother-in-law) who has borne the funeral expenses should be paid a Funeral Grant of Rs 12000.**

