



**CENTRAL COUNCIL FOR RESEARCH IN UNANI MEDINE
(MINISTRY OF AYUSH, GOVERNEMENT OF INDIA)**

AGENDA NOTES

for

**The meeting of the Committee on
Compassionate Appointment**

ON

07th OCTOBER, 2022 AT 03:30 PM

at

**Committee Room, 5th Floor, 61-65, Institutional Area, Opp.
D-Block, Janakpuri, New Delhi - 110058**

F.No. 5-14/2019-CCRU/Estt.
CENTRAL COUNCIL FOR RESEARCH IN UNANI MEDICINE

(Ministry of AYUSH, Govt. of India)
Jawahar Lal Nehru AYUSH Anusandhan Bhawan,
61-65, Institutional Area, Janakpuri, New Delhi - 110058

Dated: 04.10.2022

AGENDA NOTE FOR COMPASSIONATE APPOINTMENT CASES

A meeting of the Committee was held on 08.06.2022 to consider the compassionate appointment cases in the Council. The Committee had detailed deliberations on the agenda and sought additional information about the applicants. The minutes of the meeting held on 08.06.2022 are at **Ann.-I**. Accordingly the details have been sought from the applicant's through Incharge of various Institutes of the Council and compiled and indicated in **Annexure-II & III** alongwith other details of the applicants.

The replies to various queries raised by the Committee in previous meeting are tabulated as under:-

Sl. No.	QUERY	Reply
1.	Employment status of widows.	The employment status of widows is indicated in Column-2 at Ann.-III against each applicant.
2.	Whether Applicant/dependent family member is Physically handicapped or some other medical issues.	The physically disability/ medical issues of respective applicants/dependent family members is mentioned in Column-4 of Ann.-III .
3.	Date of receipt of application of each applicant in the Council.	The dependents of deceased employees had earlier submitted applications/ request (i.e. after the death of concerned employee) and dates are shown against most of the cases but these applications are not traceable at HQ. Date of receipt of some the applicants is indicated in brackets in Column-1 of Ann-II .
4.	Whether the applicant belongs to SC/ST/OBC category?	The category of applicant is shown in Column-6 in the Ann.-II against each applicant.
5.	Details of other earning members in the family.	The details of other earning member(s) in the family are shown in Column-3 of Ann.-III against each case.
6.	Undertaking from the applicant for supporting the family.	Undertaking is already part of application/ proforma for compassionate appointment (Part-A) submitted by dependents but still fresh undertaking has been obtained from each applicant.
7.	Why only LDC/MTS posts are being offered?	In accordance with DoPT guidelines only Pay Level-1 or L-2 posts under DR quota are to be offered to compassionate applicants. Council has some other posts in L-1 or L-2 pay levels (such as R & I Clerk, GDA, Urdu Typist, Hindi Typist, Driver & Gestetner Operator) and these can also be offered to the applicants depending upon their qualifications and vacancy position.

8.	Is there any time limit for considering such cases?	As per latest DoPT guidelines, there is no time limit in Para-8 of Master Circular dated 02.08.2022 (Ann.-VII) and all the applications should be considered by the Committee.
9.	Were any of the employees retired on medical grounds by medical Board?	No.
10.	Guidelines for compassionate appointment of married daughter & son.	DoPT guidelines for compassionate appointment of married sons & daughters are attached as Ann.-V. and VI.
11.	Some of the cases are 10-15 years old. How these families survived during all these years.	The replies of concerned applicants are mentioned in Ann.III . However in view of earlier guidelines dated 16.01.2013 and latest Master Circular dated 02.08.2022 of DoPT, there is no time limit (Para-8) and all applications should be considered for compassionate appointment without any time limit.

It is stated that some of the Ministries and deptts. have devised its own proforma for evaluation of applications for compassionate appointment. However Council has adopted the evaluation parameters devised by Central Board for Indirect Taxes and Customs (CBIC), Ministry of Finance (Govt. of India) and this also finds a mention in the latest Master Circular/OM dated 02.08.2022 issued by DoP&T (**Ann.-VII**).

In this regard, it is stated that as per CBIC proforma 20 marks (out of 100 marks) are earmarked for property owned by the family of deceased employee & income earned from the property and also income of other earning members of the family. There is no verifiable system for assessing the property the property owned by deceased employees and income earned from such properties. Therefore earlier marks were given out of total marks of 80 instead of 100.

It is stated that as desired by the Committee in its meeting held on 08.06.2022, Council has now sought details of income of other earning members in the family through Incharges of the Institutes. The details of income of other earning members of the family have been compiled and same is now depicted in Column-3 of **Ann-III**. CBIC evaluation proforma has allocated 10 points for income of other earning members in the family as well as income from property as per the table given below. As Council has adopted the CBIC proforma and therefore, Council is also now accounting for the income of other earning members of the family and now awarded marks out of 90 in **Ann.-II**. Marks for earnings of other family member(s) will be awarded as under:-


S. No.	Annual income in Rs.	Weightage points
1.	Nil	10
2.	1-105000	08
3.	105001-135000	06
4.	135001-165000	04
5.	165001-195000	02
6.	195001 & above	00

*It is also stated that in accordance parameters devised by CBIC, an applicant has been given 15 additional marks where the widow herself is the applicant for compassionate appointment. Evaluation chart at **Ann.-II** has been prepared by adding 15 marks in case widow herself is the applicant for job.*

It is stated that Council had made last appointment on compassionate basis in Jan, 2013 at RRIUM, Lucknow. It is also stated that a total of 136 retirements had taken place in Group-C (of DR Quota posts) from Jan. 2013 onward (till 31.08.2022). Council has received 37 applications from the dependent family members of deceased employees. These applications have been scrutinized in accordance with latest guidelines/master circular dated 02.08.2022 issued by DoPT (**Ann. VII**). All the 37 cases have been evaluated and marks allocated to each in accordance with these guidelines.

Thus 136 Group-C posts (DR Quota only) have become vacant as on 01.10.2022 after last compassionate appointment in Jan. 2013 (**Ann.-IV**). As per DoP&T guidelines, 5% vacancies under DR quota of Group-C posts can be offered to these applicants i.e. 6.8 or say 7 vacancies. All these posts are to be offered in Pay Level-1 or 2 only i.e. MTS or LDC/GDA/Urdu Typist etc. However there are 37 applicants against 7 vacancies available for compassionate appointment.

The Committee is requested to consider the enclosed evaluation charts (**Ann.-II**) and additional details at **Ann.-III**) and give its recommendations on the basis of evaluation chart (**Ann.-II**) for filling up 7 posts of Group-C i.e. LDC or GDA or MTS etc. or other Group-C posts (under DR Quota) in Pay Level-2 or 1 only depending upon the qualifications of the applicants.


(Harish Arya)
Admn. Officer

Encls.

1. Minutes of Meeting held on 08.06.2022 (Ann.-I). (Page-4)
2. Consolidated Evaluation Chart of 37 Applicants (Ann.-II). (Page: 5-13)
3. Additional detailed information about each case (Ann.-III). (Page-14-17)
4. Details of Retirements from Group-C employees only (from DR quota posts) occurred from Jan. 2013 to 30.09.2022 (Ann.-IV). (Page: 18)
5. Marks evaluation sheets of 37 cases. (Ann.-V-Colly.). (Page: 19-92)
6. DoPT guidelines for married son & daughter (Ann.-V & VI). (Page: 93-97)
7. Latest Master Circular issued by DoPT dated 02.08.2022 (Ann-VII). (Page:98-115)

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Minutes of meeting of Committee for Compassionate Appointment held on 08.06.2022 to consider compassionate appointment cases.

A meeting of the Committee for Compassionate Appointment to consider compassionate appointment cases in accordance with the guidelines issued by DoPT vide OMs dated 16.01.2013 and 23.08.2021 was held on 08.06.2022 in the Committee Room of Ministry of Ayush under the Chairmanship of Director General, CCRUM. The following members were present:-

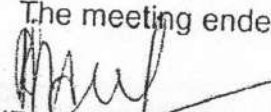
1. Prof. Asim Ali Khan, Chairman.
2. Shri Nazim Husain Al-Jafri, Registrar, Jamia Millia Islamia, New Delhi.
3. Dr. M. A. Qasmi, Adviser (Unani), Ministry of Ayush, Govt. of India.
4. Shri Yash Veer Singh, Deputy Secretary, Ministry of Ayush, Govt. of India.
5. Shri R. K. Ahluwalia, Dy. Director (Admn.), CCRAS, New Delhi.

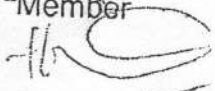
The Committee scrutinised all the 35 cases in accordance with the DoPT guidelines and desired following additional information about all the cases:-

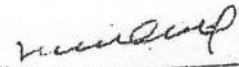
1. Employment status of widows.
2. Whether Applicant/any dependent family member is Physically handicapped or some other medical issues.
3. Date of receipt of application of each applicant in the Council.
4. Whether the applicant belongs to SC/ST/OBC category?
5. Details of other earning members in the family.
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7. Why only LDC/MTS posts are being offered.
8. Is there any time limit for considering such cases?
9. Was any of the employees retired on medical grounds by medical Board?
10. Guidelines for compassionate appointment of married daughter & son.
11. Some of the cases are 10-15 years old. How these families survived during all these years.


The Committee desired that the above details of all the applicants be compiled and matter should be again placed before the Committee.

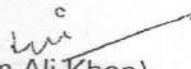
The meeting ended with vote of thanks to the Chair.


(R. K. Ahluwalia)
Member


(Dr. M. A. Qasmi)
Member


(Yash Veer Singh)
Member


(Nazim Husain Al-Jafri)
Member


(Prof. Asim Ali Khan)
Chairman

DETAILS OF APPLICATIONS FOR COMPASSIONATE APPOINTMENT IN CCRUM

Sr. No	Name of Employees/ Designation/ Place of last Posting (Date of previous application)	Date of Birth & Date of Death	Date of joining Normal DoR	Name of Dependent seeking job & Relation Date of Birth	Qualifications.	SC/ST /OBC/ UR and (PWD)	Details of Children and DoB	Pensionary benefits (Pension, GPF / NPS Corpus, Gratuity, Leave Encashment, DLIS, LIC etc.)	Marks (out of 90) (Marks for widows & other income shown in brackets)	Post Eligibility
	1	2	3	4	5	6	7	8	9	10
1.	Sh. G. Jayrasan Investigator (Stat.) RRIUM, Chennai (Submitted application in 2008)	29.05.1970 19.11.2007	30.06.1997 31.05.2030	Mrs. R. Rajathilaga (Wife) 02.06.1976	B. Sc.	SC (Non-PWD)	Only One son-Studying in College. (29.01.2005) (17 yrs.)	Family Pension Rs. 13860/- GPF: Rs. 113149/- DCRG: Rs. 229680/- LE: Rs. NIL. DLIS: Rs.60000/- LIC: Rs.100000/- Total Rs. 502829/-	72 (including 15 points being widow applicant). (15+10)	LDC
2.	Sh. Umesh Chander Das GDA RRIUM, Patna (Submitted application in 2012) (Widow engaged on Contract as MTA)	18.01.1965 26.12.2011	12.12.1992 31.01.2025	Mrs. Seema Devi (Wife) 23.01.1982	Inter-mediate Pass.	SC (Non-PWD case)	Daughter-One 13.03.2005 Sons-Two 09.01.2007 & 20.04.2008 (Total 3 children) All are unmarried	Family Pension Rs. 9000/- GPF: Rs. 565657/- DCRG:Rs.1,97,568/- LE: Rs. NIL DLIS: Rs. 60000/- LIC: Rs.100000/- Total: Rs. 923225/-	69 (including 15 addl. points being widow applicant). (15+4)	MTS
3.	Shri M. Srinivas, Helper CRIUM, Hyderabad (Submitted application in 2020)	14.10.1972 11.08.2019	16.05.2001 31.10.2032	Ms. Mysari Sravani, Daughter 23.12.1996 (Deaf & Dumb)	B.Com	OBC	Total Three daughters One Married. Two unmarried. 23.12.1996 & 03.09.1999	Family Pension Rs. 15100/- GPF: Rs.3,49,487/- DCRG:Rs.706680/- LE: Rs. 240860/- DLIS: Rs.60000/- LIC: Rs. 100000/- Total Rs.1457047/-	55 (10)	LDC

4.	Sh. M. Ayub Khan GDA RRIUM, Aligarh (Submitted application 2009) (Widow engaged as MTA)	07.06.1960 03.03.2009	12.09.1979 30.06.2020	Mrs. Malka Ayub (Wife) 22.07.1966	SSC(II) High School 17.05.2021	UR (Non-PWD)	Only One son. DoB 07.06.1988 (Married)	Family Pension Rs. 9000/- GPF: Rs.26063/- DCRG: Rs. 409932/- LE: Rs. 138960/- DLIS: Rs. 60000/- LIC: Rs. 100000/- Total Rs. 734955/-	54 (including 15 points being widow applicant). (15+2)	MTS
5.	Shri Afzal Khan Driver Hyderabad (Submitted application 2021)	04.05.1968 08.07.2020	05.06.1992 31.05.2028	Mrs. Shakira Begum (Wife) DoB 10.08.1982	SSC	UR (Non-PWD)	Only Two sons. DoB 23.03.2004 and 10.04.2012 (Minor)	Family Pension Rs. 23800/- GPF: Rs. 252721/- DCRG: Rs.1652672/- L.E: Rs.559744/- DLIS: Rs.60000/- LIC: Rs. 100000/- Total: Rs. 2625137/-	53 (including 15 points being widow applicant). (15+10)	MTS
6.	Shri Hakimuddin Khan Kitchen Servant RRIUM Bhadrak (Submitted application on 25.06.2021)	12.05.1966 07.06.2021	07.06.1994 31.05.2026	Mr. Hafizullah Khan Son 13.06.1998	B. Com.	UR	3 sons & 1 daughter. DoB 13.06.1998 (son) 14-01.2001 (Daughter) 04.10.2005 (son) 11.01.2008 (son)	Family Pension Rs. 17500/- GPF: Rs. 704334/- DCRG: Rs.1209600/- L.E. : Rs. 442773/- DLIS: Rs.60000/- LIC: Rs. 100000/- Total: Rs. 2516707/-	51 (10)	LDC
7.	Sh. Mohd Kalim, Kitchen Servant, RRIUM, Kolkata Application date (12.10.2020)	03.03.1973 06.08.2020	04.03.1996 31.03.2033	Ms. Mariam Kalim, Daughter 28.06.1996 (She is Family Pensioner)	B. Com.	UR (Non-PWD)	Only One Daughter Unmarried	Family Pension Rs. 15100/- NPS Amt.: Rs.563177/- DCRG: Rs.917476/- L.E. : Rs.104854/- DLIS: Rs. 60000/- LIC: Rs. 100000/- Total: Rs. 1473507/-	50 (10)	LDC

8.	Sh. G. Satyanaryana Driver Gr-I Hyderabad (2011)	06.06.1959 22.05.2011	20.12.1982 30.06.2019	Mr. Vijaya Rama Raju Son 03.11.1993	Interme- diate	SC (Non- PWD)	Son 02.05.1991 Son 03.11.1993 Daughter 27.06.2001 (Studying) All unmarried	Family Pension Rs. 11760/- GPF:Rs. 35640/- DCRG:Rs.651111/ L.E. :Rs.1,67,918/- DLIS: Rs. 45155/- LIC: Rs. 100000/- Total:Rs.999824/-	45 (10)	MTS
9.	Sh. Rajinder Kumar Mehra UDC, CCRUM, HQ New Delhi	01.10.1969 02.06.2022	31.12.2004 30.09.2029	Ms. Priya Mehra (Daughter DoB 22.12.1997	B.A., B. Ed.	SC (Non- PWD)	One daughter One son (minor)	Family Pension Rs. 17650/- NPS: Rs.500000/- DCRG:Rs.946040/- L.E. Rs.458829/- DLIS: Rs. 60000/- LIC: Rs. 100000/- Total Rs. 2064869/-	45 (10)	LDC
10.	Sh. S. M. Noor Ahmad Driver Hyderabad (Two Wives)	21.06.1964 23.11.2004	01.04.1986 30.06.2024	Mr. SM Irfan Ahmad Son of first wife 06.12.1992	Diploma in Engg (Mech.)	OBC (Non- PWD)	1st Wife Daughter (Divorced) Son (applicant) 2 nd Daughter (Married)	Family Pension Rs.9000/- GPF: Rs.86265/- DCRG :Rs.96444/- LE: Rs.75012/- DLIS: Rs.60000/- LIC: Rs.100000/- Total:Rs.417721/	45 (10) <u>Not eligible</u> being son of legally separated wife.	LDC
11.	Sh. Mohammad Asadullah Khan MTS (Field Attendant) NRIUSMD, Hyd. 25.04.2022	05.06.1966 19.07.2021	02.12.1988 30.06.2026	Mr. Abrar Khan (Son) 26.10.200 2	Intermedia te	UR (Non- PWD)	Three Sons 14.09.1996 05.11.2000 & 26.10.2002 All are unmarried.	Family Pension Rs.18600/- GPF: Rs.60324 /- DCRG: Rs.1535058/- LE: Rs. 50356/- DLIS: Rs.60000/- LIC: Rs. 100000/- Total: Rs. 1805738/-	42 (10)	LDC
12.	Shri Babu Jani Helper CRI, Hyd. (20.03.2021)	24.12.1965 26.07.2020	16.05.1994 31.12.2025	Sh. Jaleel Pasha (Married) 09.08.1993	B.Com	UR (Non- PWD)	Total: Five sons & one daughter Four sons are married (36,33,32 & 29 yrs) One son unmarried	Family Pension Rs. 17500/- GPF: Rs. 778912/- DCRG: Rs.1128400/- LE: Rs. 434400/- DLIS: Rs. 60000/- LIC: Rs. 100000/-	41 Three married sons are living separately. Applicant (married) is	

							(19.11.2000) -student Only One daughter Unmarried- (09.10.2002) Student	Total: Rs. 2501312/-	living with mother. (10)	
13.	Shri Zaigam Hussain UDC CRIUM, Lucknow Applicant had submitted an application in July 2015.	15.11.1961 08.02.2012	05.03.1983 30.11.2021	Mohammad Zaid Khan (son) 26.10.1996	BCA	UR (Non-PWD)	Only Two Sons 26.10.1996 02.07.1999 Both sons are unemployed.	Family Pension Rs. 12690/- GPF: Rs. 135763/- DCRG: Rs.776620/- LE: Rs. 232093/- DLIS: Rs. 60000/- LIC: Rs. 100000/- Total Rs. 1304479/-	41 (10)	LDC
14.	Sh. Shaik Safdar Hussain Pharmacy Labour Hyderabad	24.07.1949 06.09.2006	12.09.1972 31.07.2009	Shri Shaik Ibrahim (Son) 10.06.1982	5 th Class	No (Non-PWD)	3 sons & 3 daughters (age; 40-52 years) All are married & living separately	Family Pension Rs. Nil. Widow expired. GPF: Rs 40135/- DCRG: Rs. 320793/- LE: Rs. 33051/- DLIS: Rs. 60000/- LIC: Rs. 50000/- Total Rs. 503979/-	41 (10)	MTS
15.	Sh. Abdul Rahman Choudhury Messenger CRU, Karimganj 12.04.2004	01.01.1964 19.03.2004	31.12.2023	Suhel Ahmed Choudhury 16.07.1985 (working on adhoc basis after death his father)	10 th Std. (SSLC)	UR Non-PWD	1 Son 3 daughters (Son and 2 daughters are married). 1 daughter unmarried.	Family Pension Rs. 9000/- GPF: Rs.51677/- DCRG: Rs.112545/- L.E. : Rs.4575/- DLIS: Rs. 60000/- LIC: Rs. 50000/- Total Rs. 278796/-	41 (0) (Applicant working on adhoc basis after death his father)	
16.	Sh. Mohd. Hamid Alam, Lab Attendant, RRIUM, Patna 04.02.2016	01.12.1960 08.07.2015	07.07.1979 30.11.2020	Suraya Praveen Daughter 30/12/1991 (unmarried)	B.A. Pass	UR (Non-PWD)	Two Sons 10.01.1989 29.03.1993 (unmarried) Three Daughters (2 married)	Family Pension Rs.19050/- GPF: Rs.6,50,552/- DCRG: Rs.1000000/- LE: Rs. 321270/- DLIS: Rs. 60000/- LIC: Rs. 60000/-	40 (10)	LDC

							1990 09.09.1992 30.12.1991	Total: Rs. 2081822/-		
17.	Mohd. Hidayat Helper, Hyderabad (Submitted application in 2019)	05.04.1961 18.05.2019	16.10.1984 30.04.2021	Mohd. Giaz Son 29.08.1991	B.Com, MBA	OBC (Non- PWD)	Two sons Elder married. 01.07.1988 Younger 29.08.1991 (applicant) One Daughter (Married)	Family Pension Rs. 18750/- GPF: Rs.1,92,090/- DCRG: Rs.13,86,000/- L.E.: Rs.2,81,400/- DLIS: Rs.60,000/- LIC: Rs. 100000/- Total Rs. 2019490/-	39 (10)	LDC
18.	Sh. K. Subramani Cook, Hyderabad	15.06.1953 12.08.2001	18.11.1978 30.06.2013	Mr. K. Raja Son (SC) 23.02.1977 employed as Waiter Rs. 15000/-	SSC	SC (Non- PWD)	Two Sons (Married) 23.02.1977 & 10.11.1979 One daughter 14.03.1985 (Married)	Family Pension Rs. 9000/- GPF: Rs. 54725/- DCRG: Rs. 116798/- LE: Rs. 865/- (for 5 days) DLIS: Rs. 33846/- Total: Rs. 206234/-	37 (2)	MTS
19.	Sh. Suheb Arsalan, Cook, RRIUM Bhadrak (26.06.2021)	10.11.1958 18.02.2016	25.02.1980 30.11.2018	Mr. Mohd Bilal, Son 20.05.1986	10 th Pass.	No. (Non- PWD)	Two sons (37 & 36 yrs.). Both married. Three daughters (Married) (30, 40 & 45 yrs.)	Family Pension Rs.18200/- GPF. Rs.352522/- DCRG:Rs.1201200/- LE: Rs. 264507/- DLIS: Rs.60000/- LIC: Rs. 100000/- Total 1978235/-	35 (10)	MTS
20.	Sh. Narender Kumar, GDA, RRIUM New Delhi 18.06.2020.	04.02.1968 22.02.2020	09.05.1992 29.02.2028	Mr. Yash Vardan, Son 30.07.2001	BA (Final)	OBC (Non- PWD)	One Son (applicant) Two daughters. Both are married.	Family Pension Rs. 21400/- GPF: Rs.1679379/- DCRG: Rs.1450064/- L.E: Rs.425525/- DLIS: Rs.60000/- LIC: Rs. 100000/- Total Rs 3714968/-	35 (10)	LDC
21.	Sh. Prem Lal	04.02.1961	05.03.1982	Sh. Ranjeet	VIIth	SC	Total	Family Pension	34	MTS

	Safaiwala RRIUM, Patna (28.09.2004)	12.02.2004	28.02.2021	Kumar Son 13.02.1980 <i>(Working on Adhoc Patna)</i>	Std.	(Non- PWD)	three Sons. All married DoB 13.02.1980 02.06.1993 01.10.1995	Rs. 9000/- GPF: Rs. 87731/- DCRG: Rs.119067/- LE.: Rs.19,568/- DLIS: Rs. 55320/- LIC: Rs. 50000/- Total: Rs. 331686/-	(0)	
22.	Sh. Mohd Sabir, Ward Boy, RRIUM, Aligarh (2018) Elder two are married. Applicant is unmarried & engaged on outsourcing basis –Rs. 17600/- p.m. after the death of his father.	28.08.1968 30.09.2018	22.01.1994 31.08.2028	Mr. Mohd Tariq, Son 04.07.1996	12 th Pass Dip. in Computer	No (Non- PWD)	Three sons (30, 28 & 26 years) 7/7/1992 1/1/1994 4/7/1996	Family Pension Rs.15100/- GPF: Rs. 51440/- DCRG: Rs.806491/- LE: Rs. 325888/- DLIS: Rs.60000/- LIC: Rs. 100000/- Total: Rs. 1343819/-	34 (0)	LDC
23.	Sh. Mohd Rafi A. Chowkidar, RRIUM Chennai (applied in 2017)	07.06.1963 19.06.2016	13.01.1982 30.06.2023	Ms. Ayisha Siddika (Married) No objection given by brothers. DoB 17.10.1992	B. Sc. (Maths.) MS Office	OBC (Non- PWD)	Both brothers are married & living separately	Family Pension ‘NIL’: FP expired. GPF: Rs.96471/- DCRG: Rs.1098900/- LE: Rs. 323565/- DLIS: Rs.60000/- LIC: Rs. 100000/- Total: Rs. 1678936/-	32 (2) Married daughter has applied for compassionate appointment. Brothers have given NOC. 2 Sons & 1 daughter	All are married Both sons are earning (Rs. 25000/- & Rs. 20000/-)
24.	Sh. Mohd Abdul Hadi, UDC, RRIUM, Silchar	19.06.1956 19.11.2014	09.06.1981 30.06.2016	Mr. Mustafiz Ahmad, Son 29/04/1998	12th Pass	UR (Non- PWD)	Four Sons. 35 yrs. (self- employed) 24 yrs. 22 yrs. 20 yrs. Unemployed 3 daughters- all married.	Family Pension Rs. 24500/- GPF: Rs. 322219/- DCRG:Rs.1000000/- LE: Rs. 240039/- DLIS: Rs. 60000/- LIC: Rs. 100000/- Total: Rs. 1722258/-	31 (10)	
25.	Dr. Kunal Sajwan RO (Chem.)	25.09.1976	19.07.2005	Priyansh Sajwan	Minor	UR	One Son	Family Pension Rs. 44500/-	30	N. A.

	DSRI, Ghaziabad	20.10.2018	30.09.2036	03.05.2007 Widow is working as ARO in the Council.	Son	-----	03.05.2007 (Minor) One daughter (Minor)	NPS Amt.: Rs. 591329/- DCRG: Rs.1876980/- L.E.: Rs.459860/- DLIS: Rs.60000/- LIC: Rs. 200000/- Total Rs. 3188169/-	Son not eligible being minor. (0)	
26.	Shri Narender Kataria, UDC CCRUM, Hqrs.,	17.09.1962 11.12.2020	29.05.1992 30.09.2022	Mrs. Priyanka Daughter (Married) 12.04.1987	10 th pass	SC (Non-PWD)	Only Two daughters. Both daughters are married. (Divorce matter is pending in Court in one case)	Family Pension Rs. 22050/- GPF: Rs. 60192/- DCRG:Rs.1558494/- L.E. : Rs.236989/- DLIS: Rs.60000/- LIC:Rs. 100000/- Total: Rs.2015675/-	30 (0)	MTS
27.	Sh. Shaik Abdul Khader Lab. Tech. CRIUM, Hyd.	09.06.1960 30.01.2020	09.08.1984 30.06.2020	Ms. Rabia Basri Daughter 28.01.1996	MBBS	UR (Non-PWD)	Total 4 daughters 3- married 1- un-married (applicant)	Family Pension Rs. 34000/- GPF: Rs.654360/- DCRG: Rs.2000000/- L.E. Rs.52111/- DLIS: Rs.60000/- LIC: Rs. 160000/- Total Rs.2926471/-	27 (10)	LDC
28.	Sh. Syed Haseeb Ahmad SPA, Hqs. HQ, New Delhi	10.07.1960 30.09.2019	11.06.1992 31.07.2020	Syed Asham Haseeb (Son) Minor 02.06.2010	-----	(Non-PWD)	Son is minor.	Family Pension Rs. 37150/- GPF: Rs. 186692/- DCRG: Rs. 2000000/- L.E. Rs.869310/- DLIS: Rs.60000/- LIC: Rs. Total Rs. 3116002/-	27 Son not eligible for job being minor.	N.A.
29.	Sh. Md. Wiazuddin UDC/ Storekeeper RRIUM, Patna 15.06.2021 30.05.2013	02.01.1955 20.11.2010	10.10.1979 31.01.2015	Mr. Ahmad Rishad Son 01.01.1988 (Married) Applicant Son is working on	B. A.	UR (Non-PWD)	Two sons (01.01.1988 & 03.02.2002 1- daughter (married)	Family Pension Rs. 12690/- GPF: Rs. 63258/- DCRG: Rs. 734049/- LE: Rs. 162593/- DLIS: Rs. 60000/- LIC: Rs. 100000/-	25 (0)	LDC

				Contract basis since April 2011. Rs. 22000/-			Younger son 20 yrs. Not employed.	Total Rs. 1119900/-		
30.	Dr. Raisuddin Ahmad Research Officer (Botany), DSRU	21.07.1955 23.01.2006	15.04.1983 31.07.2015	Mr. Mohd. Tariq (Son) 07.03.1981	12 th Pass	(Non-PWD)	One Son (applicant) Four daughters and all are married.	Family Pension Rs. 20760/- Gratuity: Rs. 607660/- LE: Rs. 257155/- GPF: Rs. 89063/- LIC: Rs. 149063/- Total Rs. 1013878/-	24 Additional details not submitted by the applicant.	LDC
31.	Sh. Ashok Kumar Pandey, Lib Attendant, LRIUM, New Delhi	15.06.1959 11.01.2018	10.10.1979 30.06.2019	Mr. Ravi Pandey, Son 14/05/1984	10 th Pass	(Non-PWD)	Two Sons (38 yrs. Married & 31 yrs.-unmarried) One daughter (22 yrs.) – unmarried	Family Pension Rs. 20200/- GPF: Rs.605176/- DCRG: Rs.1426524/- L.E. Rs.432280/- DLIS; Rs.60000/- LIC: Rs. 100000/- Total: Rs. 2623980/-	24 Addl. Details not Submitted.	MTS
32.	Sh. Mohd. Saleem Messenger CRI, Hyd.	09.03.1958 21.11.2017	03.07.1981 31.03.2018	Mohamad Ali Son 10.02.1976	Inter-mediate	UR (Non-PWD)	Two Sons (49 & 46 years) – Both are married. One daughter (41 yrs.) – Married.	Family Pension Rs. 19300/- GPF: Rs.235399/- DCRG:Rs.13,37,490/- L.E.; Rs.4,05,300/- DLIS: Rs. 60000/- LIC: Rs.100000/- Total Rs. 2138189/-	21 (Both sons are married and are Auto drivers). Income not mentioned.	MTS
33.	Dr. M. A. Samad RO (Unani) CRIUM, Hyd.	15.04.1964 22.08. 2020		M.A. Sajjad Son 28.09.1998	B. Tech.	UR (Non-PWD)	Three sons. (26, 23 & 12 years) All students.	Family Pension Rs. 102240/- NPS: Rs. 3417257/- DCRG:Rs.2000000/- L.E. Rs.2422661/- LIC: Rs.200000/- NPS: 3417257/- Total Rs. 8039818/-	21 Addl. details not submitted by applicant.	LDC

34.	Sh. J. R. Toppo JAO RRIUM, Patna	05.12.1960 31.03.2016	06.12.1991 31.12.2020	Ms. Monika Ragini Toppo (Daughter) 01.07.1994	B. Com.	ST (Non-PWD)	One Son 33 yrs. Unemployed. One daughter (applicant)	Family Pension Rs.35000/- GPF: Rs.363218/- DCRG:Rs.1715000/- LE: Rs. 215833/- DLIS: Rs.60000/- LIC: Rs. 160000/- Total Rs. 25,14,051/-	20 Addl. details not submitted by applicant.	LDC
35.	Sh. Sohail Ahmad, Driver, RRIUM, Aligarh	19.11.1961 18.12.2016	15.01.1986 30.11.2021	Mr. Ubaid Ahmad, Son 20/06/1988	MCA	UR (Non-PWD)	One son only.- applicant	Family Pension Rs.24500/- GPF: Rs.311316/- DCRG:Rs.1549380/- LE: Rs. 446488/- DLIS: Rs.60000/- LIC: Rs. 100000/- Total Rs. 24,67,184/-	20 Addl. details not submitted by applicant.	LDC
36.	Sh. K. Prakash Reddy Asstt. Dir. (Admn.) Hyderabad	13.12.1949 14.03.2008	20.12.1971 31.12.2009	Mr. K. Prabhakar Reddy (Son) 20.03.1981	B.Com	 (Non-PWD)	One son & one daughter Both are married (age 40+)	Family Pension Rs. 22860/- GPF: Rs.106201/- DCRG: Rs.1000000/- L.E. : Rs.324350/- DLIS: Rs. 60000/- LIC: Total Rs. 1490551/-	16 Addl. details not submitted by applicant.	LDC
37.	Shri Misbahuddin Siddiqui, Pharmacist CRIUM, Lucknow	01.03.1961 09.09.2020	 28.02.2021	Mr. Ziauddin Siddiqui Son 25.07.1989	B. Tech. Mech.	 (Non-PWD)	Two Sons. Both are married. No daughter	Family Pension Rs. 37150/- GPF: Rs.935904/- DCRG:Rs.2000000/- L.E. Rs.832240/- DLIS: Rs. 60000/- LIC: Rs. 100000/- Total Rs. 3928144/-	12 Addl. details not submitted by applicant.	LDC

Annexure-III

ADDITIONAL DETAILS OF COMPASSIONATE APPOINTMENT CASES

Sl. No.	Name of the Deceased employee	Employment status of widows.	Details of other earning members in the family.	Whether Applicant / dependent family member is Physically handicapped or some other medical issues.	How families of some old cases (10-15 yrs. Old) survived during these years.
	1	2	3	4	5
1.	Sh. G. Jayrasan Investigator (Stat.)	Widow is not employed.	No other family member is employed. Only son is minor.	Non-PWD case. No other medical issues with any member.	Assistance from relatives.
2.	Umesh Chander Dass, GDA	Widow is engaged on contract basis at RRIUM, Patna. Rs.13000/-p.m.	No other family member is employed.	Non-PWD case. No other medical issues with any member.	Family Pension & contractual job at RRIUM, Patna.
3.	Shri M. Srinivas, Helper	Widow is not employed.	No other family member is employed.	<u>PWD case.</u> <u>Applicant is Deaf & Dumb.</u>	Family Pension.
4.	Sh. M. Ayub Khan GDA	Widow is engaged as MTA, RRIUM, Aligarh Rs.16000/	Son is employed on a Part-Time job. Rs. 10000/- p.m.	Non-PWD case. No other medical issues with any member.	Family Pension & widow is engaged as MTA in RRIUM, Aligarh.
5.	Shri Afzal Khan Driver	Widow is not employed.	No other family member is employed.	Non-PWD case. No other medical issues with any member.	Not Applicable.
6.	Shri Hakimuddin Khan Kitchen Servant	Widow is not employed.	No other family member is employed. All are unmarried	Non-PWD case. No other medical issues with any member.	Not Applicable.
7.	Sh. Mohd Kalim, Kitchen Servant	Wife had expired even before the death of employee. Mother of deceased employee and only daughter (Family Pensioner) alive.	No other family member is employed. Daughter is the applicant.	Non-PWD case. No other medical issues with any member.	Not Applicable.

8.	Sh. G. Satyanaryana Driver Gr-I	Widow is not employed.	No other family member is employed.	Non-PWD case. No other medical issues with any member.	Family Pension.
9.	Sh. Rajinder Kumar Mehra UDC	Widow is not employed.	No other family member is employed.	Non-PWD case. No other medical issues with any member.	Not applicable.
10.	Sh. Mohammad Asadullah Khan MTS (Field Attendant)	Widow is not employed.	No other family member is employed. All sons are studying.	Non-PWD case. No other medical issues with any member.	Not applicable.
11.	Shri Babu Jani Helper	Widow is not employed.	3 married sons are employed/ self employed & living separately. Other family member is employed.	Non-PWD case. No other medical issues with any member.	Income not indicated.
12.	Shri Zaigam Hussain UDC	Widow is not employed.	No other family member is employed.	Non-PWD case. No other medical issues with any member.	Not applicable.
13.	Sh. Shaik Safdar Hussain Pharmacy Labour	Widow has also expired.	All 3 sons and 3 daughters are married. All are living separately.	Non-PWD case. No other medical issues with any member.	Family Pension and selling vegetables. Income not indicated.
14.	Sh. Abdul Rahman Choudhury Messenger	Widow is not employed.	No other family member is employed.	Non-PWD case. No other medical issues with any member.	Family pension and salary as Adhoc MTS at RRIUM, Silchar since 2004.
15.	Sh. Mohd. Hamid Alam, Lab Attendant	Widow is not employed.	No other family member is employed.	Non-PWD case. No other medical issues with any member.	Family pension.
16.	Mohd. Hidayat Helper	Widow is not employed.	Elder son in Pvt. job.(Rs. 25000/-) p.m. Living separately.	Non-PWD case. No other medical issues with any member.	Not applicable.
17.	Sh. K. Subramani Cook	Widow is not employed.	Applicant (son) is employed as waiter in Hotel. (15000/-) Widow & two sons are living	Non-PWD case. Younger brother (married) of applicant is suffering from	

			together.	Brain Tumor.	
18.	Sh. Suheb Arsalan, Cook,	Widow is not employed.	No other family member is employed.	Non-PWD case. No other medical issues with any member.	Not applicable.
19.	Sh. Narender Kumar, GDA	Widow is not employed.	No other family member is employed.	Non-PWD case. No other medical issues with any member.	Not applicable.
20.	Sh. Prem Lal Safaiwala	Widow is not employed. The applicant son is working on adhoc basis after the death of his father.	Other 2 sons are also employed - private job (Rs. 10000/- & Rs. 8500/- p.m.)	Non-PWD case. No other medical issues with any member.	Family Pension and salary from Institute.
21.	Sh. Mohd Sabir, Ward Boy	Widow is not employed.	Applicant is engaged on outsourcing basis -Rs. 17600/- p.m. after the death of his father	Non-PWD case. No other medical issues with any member.	Family Pension and salary (engaged on out-sourcing basis in the Institute).
22.	Sh. Mohd Rafi A. Chowkidar,	Widow has expired.	Sons are married and earning their livelihood. Daughter is also married.	Non-PWD case. No other medical issues with any member.	Married daughter has applied for job. Brothers have given NOC. Survived with help from relatives.
23.	Sh. Mohd Abdul Hadi, UDC,	Widow is not employed.	Out of 4 sons, One is married & employed. Living separately. Other 3 sons are unemployed.	Non-PWD case. No other medical issues with any member.	Not applicable.
24.	Dr. Kunal Sajwan RO (Chem.)	Wife (widow) working as ARO (Bot.) in Council at DSRI, GZB.	Son is a minor.	Non-PWD case. No other medical issues with any member.	Not applicable.
25.	Shri Narender Kataria, UDC	Widow is not employed.	No other family member is employed.	Non-PWD case. No other medical issues with any member.	Not applicable. (married daughter is applicant for job).
26.	Sh. Shaik Abdul Khader Lab. Tech.	Widow is not employed.	Applicant daughter is MBBS. Other 3 are married.	Non-PWD case. No other medical issues with any member.	Not applicable.
27.	Sh. Syed Haseeb Ahmad	Widow is not employed.	Only son is minor.	Non-PWD case. No other medical	Not applicable.

	SPA			issues with any member.	
28.	Sh. Md. Wiazuddin UDC	Widow is not employed.	<i>Applicant Son is working on Contract basis since April 2011.</i> Rs. 22000/-	Non-PWD case. No other medical issues with any member.	Family Pension and salary from contractual service.
29.	Dr. Raisuddin Ahmad Research Officer (Botany)	Widow is not employed.	No other family member is employed.	Non-PWD case. No other medical issues with any member.	Addl. Details not submitted by the applicant.
30.	Sh. Ashok Kumar Pandey, Lib Attendant	Widow is not employed.	No other family member is employed.	Non-PWD case. No other medical issues with any member.	Addl. Details not submitted by the applicant.
31.	Sh. Mohd. Saleem Messenger	Widow is not employed.	Both sons are self-employed and married. Income not mentioned.	Non-PWD case. No other medical issues with any member.	Not applicable.
32.	Dr. M. A. Samad RO (Unani)	Widow is not employed.	No other family member is employed.	Non-PWD case. No other medical issues with any member.	Details not received from Institute.
33.	Sh. J. R. Toppo JAO	Widow is not employed.	Details not received from Institute.	Non-PWD case. No other medical issues with any member.	Not applicable.
34.	Sh. Sohail Ahmad, Driver	Widow is not employed.	Details not received from Institute.	Non-PWD case. No other medical issues with any member.	Not applicable.
35.	Sh. K. Prakash Reddy Asstt. Dir. (Admn.)	Widow is not employed.	Both son & daughter are married. (age-40+ yrs.)	Non-PWD case. No other medical issues with any member.	Not applicable. Details not recd. from Institute.
36.	Shri Misbahuddin Siddiqui, Pharmacist	Widow is not employed.	Addl. Details not submitted.	Non-PWD case. No other medical issues with any member.	Not applicable. Applicant has left the Country and working in Saudi Arabia. Did not submitted additional details as per Institute's letter dated 12.07.2022.
37.	Sh. S. M. Noor Ahmad Driver	1 st wife is legally divorced & unemployed. Her son not eligible being legally separated.	1 st wife (1-son & 2-daughters) Son-unemployed. Daughters married. 2 nd Wife- 1 son Studying MBBS.	Non-PWD case. No other medical issues with any member.	Applicant is son of First wife (legally divorced/separated) Family pension is being paid to Second wife.

Annexure-IV

**Details of Retirements of Group-C Employees in CCRUM from
DR quota posts
(from 01.01.2013 to 30.09.2022)**

Sl. No.	Year	Group-C DR Posts (LDC/GDA/Compounder/Pharmacist/various MTS /Radiographer etc.
1.	2013	6
2.	2014	9
3.	2015	9
4.	2016	8
5.	2017	14
6.	2018	18
7.	2019	17
8.	2020	29
9.	2021	14
10	2022 (up to Sept. 2022)	12
	Total	136

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. G. Jayarason, Investigator (Stat.),
Patna**

Date of Birth: 29.05.1970

Date of Joining: 30.06.1997

Date of Death: 19.11.2007

Date of Normal Ret.: 31.05.2030

1. Family Pension (Basic excluding DA & Allowances)

Pension: Rs. 13860/-

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	16
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

GPF: Rs. 113149/-,

DCRG: Rs. 229680/-

Leave Encashment: Rs. NIL

DLIS: Rs. 60000/-

LIC: Rs. 100000/-

(Total: Rs. 502829/-)

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Amt. Rs. 502829/- 9
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property :

(10 points)

10

4. Movable /immovable Property;

(10 points)

N.A.

5. Left over service of deceased :

(up to 24 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	12
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24 yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-----
2	Wife	05	5

7. Unmarried Daughters (No daughter) (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (One minor son only) (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	5
2	02 & above	10	---

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	N.A.
2	02 & above	05	

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

**RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT**

S.No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	16
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	9
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	-----
5	Left over service of deceased	15	12
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	-----
8	Dependent minor children	10	5
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	----
	Total	100	57
10	Marks for widow applicant for the job.		15
	TOTAL	100	72

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Umesh Chander Das, GDA, Patna**

Date of Birth: 18.01.1965
Date of Death: 26.12.2011

Date of Joining: 12.12.1992
Date of Normal Ret.: 31.01.2025

1. Family Pension (Basic excluding DA & Allowances)

Family Pension: Rs. 9000/- (from 27.12.2021) (20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	20
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

**GPF: Rs. 565657/-,
DLIS: Rs. 60000/-**

**DCRG: Rs. 197568/-,
LIC: Rs. 100000/-**

**Leave Encashment: Rs. NIL
(Total: Rs. 923225/-)
(10 points)**

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Amt. Rs. 923225/- 03
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property :

(10 points) 04

4. Movable /immovable Property:

(10 points) N. A.

5. Left over service of deceased : (up to 14 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	7
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-----
2	Wife	05	5

7. Unmarried Daughters: (one, 18 years) (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	5
2	02 & above	10	-----

8. Dependent minor children (two minor sons: 15 & 14 years) (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	10

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	N.A.
2	02 & above	05	

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

**RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT**

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	20
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	3
3	Annual income of earning members and income from property (Rs.13000/- p.m.)	10	4
4	Movable/ immovable property	10	N. A.
5	Left over service of deceased	15	7
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	5
8	Dependent minor children (Two)	10	10
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	----
	Total	100	50
10	Marks for widow applicant for the job.		15
	TOTAL	100	69

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. M. Srinivas, Helper, Hyderabad.**

Date of Birth: 14.10.1972
Date of Death: 11.08.2019

Date of Joining: 16.05.2001
Date of Normal Ret.: 31.10.2032

1. Family Pension (Basic excluding DA & Allowances)

Pension: Rs. 15100/-

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	16
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

**GPF: Rs. 349487/-, DCRG: Rs. 706680/-, Leave Encashment: Rs. 240860/-
DLIS: Rs. 60000/- LIC: Rs. 100000/- (Total: Rs. 1457047/-)**

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 1457047/- 07
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property :

(10 points)

10

4. Movable /immovable Property;

(10 points)

N.A.

5. Left over service of deceased :

(up to 14 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	7
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24 yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26 yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-----
2	Wife	05	5

**7. Unmarried Daughters (Total 03 daughters.) (10 points)
(One married and Two are unmarried)**

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	10

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

**RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT**

S.No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	16
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	7
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	-----
5	Left over service of deceased	15	7
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	10
8	Dependent minor children	10	---
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-----
	Total	100	55
10	Marks for widow applicant for the job.		-----
	TOTAL		55

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Mohd. Ayub Khan, GDA, Aligarh**

Date of Birth: 07.06.1960

Date of Joining: 12.09.1979

Date of Death: 03.03.2009

Date of Normal Ret.: 30.06.2020

1. Family Pension (Basic excluding DA & Allowances)

Pension: Rs. 9000/-

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	20
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

GPF: Rs. 26063/-,

DCRG: Rs. 409932/-, Leave Encashment: Rs. 138960/-

DLIS: Rs. 60000/-

LIC: Rs. 100000/-

(Total: Rs. 734955/-)

(10 points)

Terminal benefits				
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	Total Amt. & Points Awarded
Upto 1000000	Upto 450000	Upto 100000	10	Total Amt. Rs. 734955/- 06
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property

(10 points)

02

4. Movable /immovable Property;

(10 points)

N. A.

5. Left over service of deceased :

(up to 12 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	6
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	
2	Wife	05	5

7. Unmarried Daughters (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

(one son: age 31 years)

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	20
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	6
3	Annual income of earning members and income from property (Rs. 16000/- p.m.)	10	02
4	Movable/ immovable property	10	-----
5	Left over service of deceased	15	6
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	-----
8	Dependent minor children	10	-----
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	----
	Total	100	39
10	Marks for widow applicant for the job.		15
	TOTAL	100	54

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Afzal Khan, Driver, Hyderabad.**

Date of Birth: 04.05.1968
Date of Death: 28.07.2020

Date of Joining: 05.06.1992
Date of Normal Ret.: 31.05.2028

1. Family Pension (Basic excluding DA & Allowances)

Pension: Rs. 23800/-

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	10
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

**GPF: Rs. 252721/-, DCRG: Rs. 1652672/-, Leave Encashment: Rs. 559744/-
DLIS: Rs. 60000/- LIC: Rs. 100000/- (Total: Rs. 2625137/-)**

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 2625137/- 01
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : (10 points)

10

4. Movable /immovable Property;

(10 points)

N.A.

5. Left over service of deceased : (up to 8 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	4
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24 yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26 yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	
2	Wife	05	5

7. Unmarried Daughters (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (One minor son: DoB-10.04.2012) (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	05
2	02 & above	10	

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

(One son 18 years; DoB: 23.03.2004)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	03
2	02 & above	05	

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	10
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment, etc.	10	1
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	-----
5	Left over service of deceased	15	4
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	-----
8	Dependent minor children	10	5
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	3
	Total	100	38
10	Marks for widow applicant for the job.		15
	TOTAL	100	53

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Hakimuddin Khan,
Kitchen Servant, Bhadrak.**

Date of Birth: 12.05.1966
Date of Death 07.06.2021

Date of Joining: 07.06.1994
Date of Normal Ret.: 31.05.2026

1. Family Pension (Basic excluding DA & Allowances)

Pension: Rs. 17500/-

(20 points)

S. No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	14
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

**GPF: Rs.704334-
DLIS: Rs. 60000/-**

**DCRG: Rs. 1209600/-,
LIC: Rs. 100000/-,**

**Leave Encashment: Rs. 442773/-
Total: Rs. 2516707/-**

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 2516707/- 1
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property :

(10 points)

4. Movable /immovable Property;

(10 points)

5. Left over service of deceased :

(up to 6 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	3
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years &	15	

				above		
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6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-----
2	Wife	05	5

7. Unmarried Daughters (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	5
2	02 & above	10	-----

8. Dependent minor children (Two minor sons) (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	10

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)
(One son 18 years)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	3
2	02 & above	05	

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	14
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	1
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	-----
5	Left over service of deceased	15	3
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	5
8	Dependent minor children	10	10
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	3
	Total	100	51
10	Marks for widow applicant for the job.		----
	TOTAL	100	51

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Mohd. Kalim, Kitchen Servant,
Kolkata.**

Date of Birth: 03.03.1973

Date of Joining: 04.03.1996

Date of Death: 06.08.2020

Date of Normal Ret.: 31.03.2033

1. Family Pension (Basic excluding DA & Allowances)

Pension: Rs. 15100/-

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	16
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

GPF: Rs. 563177/-, DCRG: Rs. 917476/-, Leave Encashment: Rs. 104854/-

LIC: Rs. 100000/-, DLIS: Rs. 60000/- (-)PNB Loan: Rs. 272000/-,

Total: Rs. 1473507/- (10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 1473507/- 07
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : (10 points) 10

4. Movable /immovable Property; (10 points) N.A.

5. Left over service of deceased : (up to 14 years) (15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	7
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24 yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26 yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)
(deceased employee's Mother alive)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	5
2	Wife	05	-----

7. Unmarried Daughters: (One Daughter) (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	5
2	02 & above	10	

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)
(One son 18 years)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	16
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	7
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	-----
5	Left over service of deceased	15	7
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	5
8	Dependent minor children	10	----
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-----
	Total	100	50
10	Marks for widow applicant for the job.		----
	TOTAL	100	50

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Shri G. Satyanarayana, Driver, Hyderabad**

Date of Birth: 06.06.1959

Date of Joining: 20.12.1982

Date of Death: 22.05.2011

Date of Normal Ret.: 30.06.2019

1. Family Pension (Basic excluding DA & Allowances)

F. Pension:- Rs. 11760/-

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	18
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

GPF: Rs. 35640/-,

DCRG: Rs. 651111/-

LE: Rs. 167918/-,

DLIS- Rs. 45155/- LIC- Rs. 100000/-

(Total- 999824)

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 1.01.2006 to 31.12.2015	For pre death cases 01.01.2006	Weightage points	Total Rs. 999824/-
Upto 1000000	Upto 450000	Upto 100000	10	
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	
				2

3. Annual income of earning members & income from property :

(10 points)

10

4. Movable /immovable Property;

(10 points)

N.A.

5. Left over service of deceased :

(up to 10 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24 yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26 yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	5
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-----
2	Wife	05	5

7. Unmarried Daughters (One Daughter) (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	5
2	02 & above	10	-----

8. Dependent minor children (Only there is one Son) (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

5. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open. (Two Sons- 29, 27 yrs), One Daughter- 19 yrs.

**RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT**

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	18
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	2
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	-
5	Left over service of deceased	15	5
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	5
8	Dependent minor children	10	-----
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-----
	Total	100	45
10	Marks for widow applicant for the job.		-----
	TOTAL	100	45

100-Point Formula for assessment of application for appointment on Compassionate Grounds

Proforma 'C'

Name & Designation of Employee: **Sh. Rajinder Mehra, UDC,
UDC, CCRUM HQ, New Delhi**

Date of Birth: 01.10.1965

Date of Joining: 31.12.2004

Date of Death: 02.06.2022

Date of Normal Ret.: 30.09.2025

1. Family Pension (Basic excluding DA & Allowances)

Family Pension: Rs 15650/-

(20 Points)

S. No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	14
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

NPS: Rs.700000/-

DCRG Rs. 9,46,040/-

E.L: Rs. 4,58,829/-

DLIS: Rs. 60000/-

LIC: Rs. 100000/-

(Total Rs. 2264869/-

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 2264869/- (03)
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : (10 points) 10

4. Movable /immovable Property: (10 points) N.A.

5. Left over service of deceased : (up to 2 years) (15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	02

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-----
2	Wife	05	05

7. Unmarried Daughters (One daughter) (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	05
2	02 & above	10	-----

8. Dependent minor children: (One Son) (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	05
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) : (05 Points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

**RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT: PART – C**

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	14
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	03
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	-----
5	Left over service of deceased	15	02
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	05
7	Dependent unmarried daughters	10	05
8	Dependent minor children	10	05
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-----
	Total	100	
10	Marks for widow applicant for the job.		-----
	TOTAL	100	44

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Shri Asadullah Khan, MTS, Hyderabad.**

Date of Birth: 05.06.1966
Date of Death: 19.07.2021

Date of Joining: 02.12.1988
Date of Normal Ret.: 30.06.2026

1. Family Pension (Basic excluding DA & Allowances)

F. Pension:- Rs. 18600/-

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	14
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

**GPF: Rs. 60324/-,
DLIS- 60000/-**

**DCRG: Rs. 15,35,058/-
LIC- 100000/-**

**LE: Rs. 50356/-,
(Total- 1805738)
(10 points)**

Terminal benefits				
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	Total Amt. & Points Awarded
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 1805738/- 5
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property :

(10 points)

10

4. Movable /immovable Property;

(10 points)

N.A.

5. Left over service of deceased :

(up to 6 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	3
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-----
2	Wife	05	5

7. Unmarried Daughters (No Daughters) (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

(Total 03 sons: one son 25 yrs.+ and other two are 22 yrs & 20 yrs. Age)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	5

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open. **(Three sons: age: 26, 22 & 20 years)**

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	14
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	5
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	-
5	Left over service of deceased	15	3
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	-
8	Dependent minor children	10	-
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	5
	Total	100	42
10	Marks for widow applicant for the job.		-
	TOTAL	100	42

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Babu Jani, Helper, Hyderabad**

Date of Birth: 24.12.1965

Date of Joining: 16.05.1994

Date of Death: 26.07.2020

Date of Normal Ret.: 31.12.2025

1. Family Pension (Basic excluding DA & Allowances)

F. Pension: Rs. 17500/-

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	14
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

(10 Points)

3.

GPF: Rs. 778912/-,

DCRG: Rs. 1128400/-

LE: 434400/-

DLIS: 60000/-

LIC: 100000/-

(Total: Rs. 2501312/-)

Terminal benefits				
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	Total Amt. & Points Awarded
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 2501312/- 01
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

4. Annual income of earning members & income from property :

10 (10 points)

5. Movable /immovable Property;

N. A. (10 points)

5. Left over service of deceased :

(up to 6 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	03
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	
2	Wife	05	05

7. Unmarried Daughters; (One daughter-19 years old- studying) (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	05
2	02 & above	10	-----

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)
(total 5 sons; 4 are married and one son 21 years old-Studying)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	03
2	02 & above	05	

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	14
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	01
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	-
5	Left over service of deceased	15	03
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	05
7	Dependent unmarried daughters -one	10	05
8	Dependent minor children	10	-
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	03
	Total	100	41
10	Marks for widow applicant for the job.		-
	TOTAL	100	41

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Shri Zaigam Hussain, UDC, Lucknow.**

Date of Birth: 15.11.1961

Date of Joining: 05.03.1983

Date of Death: 08.02.2012

Date of Normal Ret.: 30.11.2021

1. Family Pension (Basic excluding DA & Allowances)

F. Pension:- Rs. 12690/- (from 9.2.2022)

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	18
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

GPF: Rs. 135763/-,

DCRG: Rs. 776620/-

LE: Rs. 232093/-,

DLIS- Rs. 60000/-

LIC- Rs.100000/-

(Total- Rs. 1304479/-)

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 1304479/-
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	NIL (0)

3. Annual income of earning members & income from property :

(10 points) 10

4. Movable /immovable Property;

(10 points) N.A.

5. Left over service of deceased :

(up to 10 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	5
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	
2	Wife	05	5

7. Unmarried Daughters (No daughters) (10 points)
(NA)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	3
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open. **(DoB of sons: 25.10.1996, 02.07.1999)**

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	18
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	NIL
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	-
5	Left over service of deceased	15	5
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	-
8	Dependent minor children	10	-
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	3
	Total	100	41
10	Marks for widow applicant for the job.		-----
	TOTAL	100	41

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Shaik Safdar Hussain, Pharmacy
Labour, NRIUMSD, Hyderabad.**

Date of Birth: 24.07.1949
Date of Death: 06.09.2006

Date of Joining: 12.09.1972
Date of Normal Ret.: 31.07.2009

1. Family Pension (Basic excluding DA & Allowances)

F. Pension: Rs. NIL

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	20
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

(10 Points)

**GPF: Rs. 40135/-,
DLIS: 60000/-**

DCRG: Rs. 320793/-

LE: Rs. 33051/-

(Total: Rs. 453979/-)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 453979/- 9
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property :

(10 points)

10

4. Movable /immovable Property;

(10 points)

N.A.

5. Left over service of deceased :

(up to 4 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	02
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	
2	Wife	05	

7. Unmarried Daughters (Both daughters married) (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)**(All the 3 sons are married)**

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

**RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT**

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	20
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	09
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	-
5	Left over service of deceased	15	02
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	-----
7	Dependent unmarried daughters	10	-----
8	Dependent minor children	10	-----
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-----
	Total	100	41
10	Marks for widow applicant for the job.		-----
	TOTAL	100	41

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Mohd. Abdur Rahman Choudhury
Messenger, Karimganj**

Date of Birth: 27.03.1963
Date of Death: 19.03.2004

Date of Joining: 01.09.1983
Date of Normal Ret.: 31.03.2023

2. Family Pension (Basic excluding DA & Allowances)

Family Pension: Rs 9000/-

(20 Points)

S. No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	20
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

5. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

GPF: Rs. 51677/-
DLIS: Rs.60000/-

DCRG Rs. 1,12,545/-
LIC: Rs. 50000/-

E.L: Rs. 4575/-
(Total Rs. 278797/-)
(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. /- (01)
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

6. Annual income of earning members & income from property : (10 points) (0)

7. Movable /immovable Property: N. A. (10 points)

8. Left over service of deceased : (up to 2 years) (15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years &	15	10

				above		
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9. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-----
2	Wife	05	05

10. Unmarried Daughters (One daughter) (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	05
2	02 & above	10	-----

11. Dependent minor children: (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

**12. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) : (05 Points)
(Both sons are married)**

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

**RELATIVE MERIT POINTS ASSESMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT: PART - C**

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	20
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	(01)
3	Annual income of earning members and income from property (working as MTS Adhoc) (Rs. 41300/- p.m/)	10	(0)
4	Movable/ immovable property	10	-----
5	Left over service of deceased	15	10
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	05
7	Dependent unmarried daughters	10	05
8	Dependent minor children	10	-----
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-----
	Total	100	
10	Marks for widow applicant for the job.		-
	TOTAL	100	41

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Hamid Alam, Lab Attendant, RRI,
Patna**

Date of Birth: 01.12.1960

Date of Joining: 07.07.1979

Date of Death: 08.07.2015

Date of Normal Ret.: 30.11.2020

1. Family Pension (Basic excluding DA & Allowances)

F. Pension: Rs. 19050/-

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	12
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

(10 Points)

GPF: Rs. 650552/-

DCRG: Rs. 1000000/-

LE: Rs. 321270/-

DLIS: 60000/-

LIC: 50000/-

(Total: Rs. 2081822/-)

Terminal benefits				
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	Total Amt. & Points Awarded
Upto 1000000	Upto 450000	Upto 100000	10	Total: Rs. 2081822/- (0)
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : (10 points) 10

4. Movable /immovable Property: (10 points) NA

5. Left over service of deceased : (up to 6 years) (15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	03
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-
2	Wife	05	05

7. Unmarried Daughters (Two) (10 points)

(Total-3: One married & 2 unmarried)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-
2	02 & above	10	10

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

(Both sons are above 25 years age: 31 & 25 years))

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	12
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	0
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	N. A.
5	Left over service of deceased	15	3
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters (Two-Unmarried)	10	10
8	Dependent minor children	10	-----
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-----
	Total	100	40
10	Marks for widow applicant for the job.		-----
	TOTAL	100	40

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. S. M. Noor Ahmad, Driver Hyderabad.**

Date of Birth: 21.06.1964

Date of Joining: 01.04.1986

Date of Death: 23.11.2004

Date of Normal Ret.: 30.06.2024

1. Family Pension (Basic excluding DA & Allowances)

Pension: Rs. 9000/-

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	20
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

GPF: Rs. 86265/-

DCRG: Rs. 96444/-,

Leave Encashment: Rs. 75012/-

DLIS: Rs.60000/-

LIC: Rs. 100000/-

(Total: Rs. 417721/-)

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Rs. 417721/- (0)
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : (10 points)

4. Movable /immovable Property;

N. A. (10 points)

5. Left over service of deceased :

(up to 20 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	10
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-----
2	Wife	05	5

7. Unmarried Daughters (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)
(One son 29 years)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	20
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	(0)
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	-----
5	Left over service of deceased	15	10
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	-----
8	Dependent minor children	10	-----
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-----
	Total	100	35
10	Marks for widow applicant for the job.		-----
	TOTAL	100	45

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Mohd. Hidayat, Helper, Hyderabad.**

Date of Birth: 05.04.1961

Date of Joining: 16.10.1984

Date of Death: 18.05.2019

Date of Normal Ret.: 30.04.1931

1. Family Pension (Basic excluding DA & Allowances)

F.Pension: Rs. 18750/-

(20 Points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	14
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

(10 points)

GPF: Rs. 192090/-,

DCRG: Rs. 1386000/-,

LE: Rs. 281400/-

DLIS 60000 LIC 100000/-

(Total Rs. 2019490/-)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	4 Total Rs. 2019490/-
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property

(10 points)

10

4. Movable /immovable Property;

(10 points)

N.A.

5. Left over service of deceased :

(up to 12 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	06
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-
2	Wife	05	05

7. Unmarried Daughters (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open. **All sons (2) and daughter (1) are married).**

**RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT**

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	14
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	04
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	N.A.
5	Left over service of deceased	15	06
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	05
7	Dependent unmarried daughters	10	-
8	Dependent minor children	10	-
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-
	Total	100	39
10	Marks for widow applicant for the job.		-
	TOTAL	100	39

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. K. Subramani, Cook, Hyderabad.**

Date of Birth: 15.06.1953

Date of Joining: 18.11.1978

Date of Death: 12.08.2001

Date of Normal Ret.: 30.06.2013

1. Family Pension (Basic excluding DA & Allowances)

Pension: Rs. 9000/-

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	20
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

GPF: Rs. 54725/-

DCRG: Rs. 116798/-, Leave Encashment: Rs. 865/-

DLIS: Rs. 33846/-

LIC: NIL

(Total: Rs. 206234/-)

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Rs. 206234/- 04
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property :

(10 points) 02

4. Movable /immovable Property;

(10 points) NA

5. Left over service of deceased :

(up to 12 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	6
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-----
2	Wife	05	5

7. Unmarried Daughters: (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

**RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT**

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	20
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	4
3	Annual income of earning members and income from property (employed as Waiter-Rs.15000/- p.m.)	10	02
4	Movable/ immovable property	10	-----
5	Left over service of deceased	15	6
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	-----
8	Dependent minor children	10	-----
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-----
	Total	100	37
10	Marks for widow applicant for the job.		-----
	TOTAL	100	37

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Suheb Arsalan, Cook, Bhadrak.**

Date of Birth: 10.11.1958

Date of Joining: 30.09.1980

Date of Death: 18.02.2016

Date of Normal Ret.: 30.11.2018

1. Family Pension (Basic excluding DA & Allowances); (20 Points)

F. Pension: Rs. 18200/-

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	14
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.) (10 Points)

**GPF: Rs. 352522/-,
DLIS: Rs. 60000/-**

**DCRG: Rs. 1201200/-
LIC: 100000/-**

**LE: Rs. 264507/-
(Total; Rs. 1978235/-)**

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 1978235/- 4
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : (10 points) 10

4. Movable /immovable Property; N. A. (10 points)

5. Left over service of deceased : (Up to 4 years) (15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	2
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only: (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-
2	Wife	05	05

7. Unmarried Daughters (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-
2	02 & above	05	-

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

(All sons -2 and daughters-3 are married)

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	14
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	04
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	-
5	Left over service of deceased	15	02
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	05
7	Dependent unmarried daughters	10	-
8	Dependent minor children	10	-
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-
	Total	100	35
10	Marks for widow applicant for the job.		-
	TOTAL	100	35

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Narender Kumar , GDA, RRI, Delhi.**

Date of Birth: 04.02.1968

Date of Joining: 09.05.1992

Date of Death: 22.02.2020

Date of Normal Ret.: 29.02.2028

1. Family Pension (Basic excluding DA & Allowances)

F. Pension: Rs 21400/-

(20 Points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	12
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

(10 Points)

GPF: Rs. 1679379/-,

DCRG: Rs. 1450064/-

LE: Rs. 425525/-

DLIS: Rs. 60000/-

LIC: Rs. 100000/-

(Total-3714968/-)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs 3714968/- (0)
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : (10 points) 10

4. Movable /immovable Property: (10 points) NA

5. Left over service of deceased : (Up to 10 Yrs) (15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	5
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24 yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26 yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-----
2	Wife	05	05

**7. Unmarried Daughters ; (10 points)
(Both daughters married in Nov. 2021)**

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-
2	02 & above	10	-

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	03
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	12
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	0
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	N. A.
5	Left over service of deceased	15	5
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	-----
8	Dependent minor children	10	-----
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit) (One son-Studying-21)	05	3
	Total	100	35
10	Marks for widow applicant for the job.		-
	TOTAL	100	35

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Shri Prem Lal, Safaiwala, Patna.**

Date of Birth: 04.02.1961
Date of Death: 12.02.2004

Date of Joining: 05.03.1982
Date of Normal Ret.: 28.02.2021

1. Family Pension (Basic excluding DA & Allowances)

F. Pension:- Rs. 9000/-

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	20
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

**GPF: Rs. 87731/-,
DLIS- 55320/-**

**DCRG: Rs. 119067/-
LIC: Rs. 50000/-**

**LE: Rs. 19568/-,
(Total- 331686)**

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 331686/- (0)
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : (10 points) (0)

4. Movable /immovable Property: (10 points) NA

5. Left over service of deceased : (up to 18 years) (15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24 yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26 yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	09

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	
2	Wife	05	5

7. Unmarried Daughters (10 points)**(NA)**

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

**RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT**

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	20
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	(0)
3	Annual income of earning members and income from property (working on Adhoc basis (Rs. 41000/- p.m.)	10	(0)
4	Movable/ immovable property	10	-
5	Left over service of deceased	15	9
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	-
8	Dependent minor children	10	-
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-
	Total	100	34
10	Marks for widow applicant for the job.		-
	TOTAL	100	34

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Shri Mohd. Sabir, Ward Boy, Aligarh.**

Date of Birth: 28.08.1968

Date of Joining: 22.01.1994

Date of Death: 30.09.2018

Date of Normal Ret.: 31.08.2028

1. Family Pension (Basic excluding DA & Allowances)

F. Pension:- Rs. 15100/-

(20 points)

S.No.	Proposed Slab	Points	Points Awarded
1.	Upto 10000	20	
2.	10001 – 13000	18	
3.	13001 – 16000	16	16
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

GPF: Rs. 51440/-,

DCRG: Rs. 806491/-

LE: Rs. 3258888/-,

DLIS- 60000/-,

LIC- 100000/-

(Total- 1343819)

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 1343819/- 8
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : (10 points) (0)

4. Movable /immovable Property; (10 points) NA

5. Left over service of deceased : (up to 10 years) (15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	5
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	
2	Wife	05	5

7. Unmarried Daughters (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (Only 3 Sons) (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open. **(Three Sons only: 7-7- 1992, 15-10- 1994, 4-7- 1996.)**

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S.No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	16
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	8
3	Annual income of earning members and income from property (Rs. 17600/-p.m. RRIUM Aligarh)	10	(0)
4	Movable/ immovable property	10	-
5	Left over service of deceased	15	5
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	-
8	Dependent minor children	10	-
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-
	Total	100	34
10	Marks for widow applicant for the job.		-
	TOTAL	100	34

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. A. Mohammad Rafi, Chowkidar,
RRI, Chennai.**

Date of Birth: 07.06.1963

Date of Joining: 13.01.1982

Date of Death: 19.06.2016

Date of Normal Ret.: 30.06.2023

1. Family Pension (Basic excluding DA & Allowances)

F. Pension: Rs. NIL

(Family Pensioner expired)

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	20
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

(10 points)

GPF: Rs. 96471/-,

DCRG: Rs. 1098900/-

LE: Rs. 323565/-

DLIS: 60000/-,

LIC: 100000/-

(Rs. 1678936/-)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 1678936/- 6
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : (10 points)

02

4. Movable /immovable Property;

(10 points)

N.A.

5. Left over service of deceased :

(up to 8 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	04
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-
2	Wife	05	(Expired)

7. Unmarried Daughters (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	
2	02 & above	10	

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	
2	02 & above	10	

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

(All sons and daughter are married)
RELATIVE MERIT POINTS ASSESMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT

S.No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	20
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	06
3	Annual income of earning members and income from property (Rs. 15000/- p.m.)	10	02
4	Movable/ immovable property	10	-
5	Left over service of deceased	15	04
6	Number of dependents i.e. Mother or Father, Spouse (wife) only- expired.	10	-
7	Dependent unmarried daughters	10	-
8	Dependent minor children	10	
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-
	Total	100	32
10	Marks for widow applicant for the job.		-----
	TOTAL	100	32

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Md. Abdul Hadi, UDC, CRU,
Karimganj (Silchar)**

Date of Birth: 19.06.1956 Date of Joining: 09.06.1981
Date of Death: 19.11.2014 Date of Normal Ret.:30.06.2016

1. Family Pension (Basic excluding DA & Allowances)

F. Pension: Rs. 24500/-

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	10
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

(10 Points)

**GPF: Rs. 322219/-, DCRG: Rs. 1000000/- LE: Rs. 240039/-
DLIS: 60000 LIC: 100000/- (Total: Rs. 1722258/-)**

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total: Rs. 1722258/- (o) NIL
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : (10 points) 10
4. Movable /immovable Property; (10 points) N.A.

5. Left over service of deceased : (up to 2 years) (15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	01
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-
2	Wife	05	05

7. Unmarried Daughters (10 points)
(Only 04 Sons & no daughter)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-
2	02 & above	10	-

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	
2	02 & above	10	

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-
2	02 & above	05	05

(three sons between 18-25 and one above 30 years)

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	10
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	0
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	N. A.
5	Left over service of deceased	15	01
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	05
7	Dependent unmarried daughters	10	-----
8	Dependent minor children	10	-----
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	05 (3 sons)
	Total	100	31
10	Marks for widow applicant for the job.		-
	TOTAL	100	31

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Dr. Kunal Sajwan, R.O (Chemistry), DSRI, Ghaziabad**

Date of Birth: 25.09.1976

Date of Joining: 19.07.2005

Date of Death: 20.10.2018

Date of Normal Ret.:30.09.2036

1. Family Pension (Basic excluding DA & Allowances)

(20 Points)

F. Pension: Rs. 44050/-

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	6
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

NPS: Rs. 591329/-(approx.)

DCRG: Rs.1876980/-

LE: Rs.459860/-

LIC: Rs.200000/-

DLIS; Rs. 60000/-

(Total Rs.3188169/-)

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 3188169/-
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	
				(0)

3. Annual income of earning members & income from property :

(0) (10 points)

4. Movable /immovable Property;

N. A. (10 points)

5. Left over service of deceased :

(Up to 18 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	9
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

(Parents of deceased employee are alive but father is a pensioner & both are self-dependent)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	----
2	Wife	05	5

(Wife of deceased employee is working as ARO-Botany at DSRI, Ghaziabad)

7. Unmarried Daughters**(10 points)**

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	----
2	02 & above	10	---

8. Dependent minor children (Two Minor Children)**(10 points)****(one son and one daughter)**

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	----
2	02 & above	10	10

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
---	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

**RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT**

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	6
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	0
3	Annual income of earning members and income from property (Widow is working as ARO in the Council.	10	(0)
4	Movable/ immovable property	10	-
5	Left over service of deceased	15	9
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	-
8	Dependent minor children (two Minor children)	10	10
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05 (ONE)	-
	Total	100	30
10	Marks for widow applicant for the job.		-
	TOTAL	100	30

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Narender Kataria, UDC, CCRUM,
CCRUM, Headquarter**

Date of Birth: 17.09.1962

Date of Joining: 29.05.1992

Date of Death: 11.12.2020

Date of Normal Ret.:30.09.2022

- 1. Family Pension (Basic excluding DA & Allowances): (20 Points)**
F. Pension: Rs. 22050/-

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	10
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

- 2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)**

(10 points)

GPF: Rs. 60192/-

DCRG: Rs. 1558494/-

LE: Rs. 236989/-

LIC: 100000/-

DLIS: Rs. 60000/-

(Total: Rs. 1965675/-)

Terminal benefits				
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	Total Amt. & Points Awarded
Upto 1000000	Upto 450000	Upto 100000	10	Total: Rs. 2015675/- 04
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

- 3. Annual income of earning members & income from property : (10 points) 10**

- 4. Movable /immovable Property; (10 points) N.A.**

- 5. Left over service of deceased : (up to 2 years) (15 points)**

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	01
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-
2	Wife	05	05

7. Unmarried Daughters: (10 points)**(Only Two daughters- both married)**

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

**RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT**

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	10
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	04
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	-
5	Left over service of deceased	15	01
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	05
7	Dependent unmarried daughters	10	-
8	Dependent minor children	10	-
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-
	Total	100	30
10	Marks for widow applicant for the job.		-
	TOTAL	100	30

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Shaik Abdul Khader, Lab Tech.
Hyderabad.**

Date of Birth: 09.06.1960

Date of Joining: 09.08.1984

Date of Death: 30.01.2020

Date of Normal Ret.: 30.06.2020

1. Family Pension (Basic excluding DA & Allowances)

Family Pension: Rs 34000/-

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	06
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

GPF: Rs. 6,54,360/-

DCRG Rs. 20,00,000/-

EL: Rs. 52111/-

DLIS Rs. 60000/-

LIC: Rs. 1,60,000/-

(Total Rs. 29,26,471/-)

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 2926471/- (0)
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : (10 points) 10

4. Movable /immovable Property; (10 points) NA

5. Left over service of deceased : (up to 2 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24 yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26 yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	01

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weight age points	Points Awarded
1	Single or Both Parents	05	-
2	Wife	05	5

7. Unmarried Daughters: (4 Daughters- 3 married & 1 unmarried) (10 Points)

S.No.	No. of unmarried daughters	Weight age points	Points Awarded
1	01	05	5
2	02 & above	10	-----

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weight age points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

**RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT**

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	6
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	0
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	----
5	Left over service of deceased	15	1
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters (One)	10	5
8	Dependent minor children	10	----
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-----
	Total	100	27
10	Marks for widow applicant for the job.		-
	TOTAL	100	27

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Syed Haseeb Ahmad, SPA,
HQ, CCRUM, New Delhi**

Date of Birth: 10.07.1960

Date of Joining: 11.06.1992

Date of Death: 30.09.2019

Date of Normal Ret.: 31.07.2020

1. Family Pension (Basic excluding DA & Allowances) (20 Points)

F. Pension: Rs. 37150/-

S. No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	6
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

GPF: Rs. 186692/-

DCRG: Rs.2000000/-

LE: Rs.869310/-

DLS: Rs. 60000/-

(Total Rs.3116002/-)

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 3116002/- (0)
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : 10 (10 points)

4. Movable /immovable Property; N. A. (10 points)

5. Left over service of deceased : (Up to 02 years) (15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	1
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24 yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26 yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-
2	Wife	05	5

7. Unmarried Daughters (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (one minor son) (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	5

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

**RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT- PART – C**

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	6
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	0
3	Annual income of earning members and income from property	10	10
4	Movable/ immovable property	10	N.A.
5	Left over service of deceased	15	1
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	-
8	Dependent minor children	10	5
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05 (ONE)	-
	Total	100	27
10	Marks for widow applicant for the job.		-
	TOTAL	100	27

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Mohd. Waizuddin, UDC, Patna.**

Date of Birth: 02.01.1955

Date of Joining: 10.10.1979

Date of Death: 20.11.2010

Date of Normal Ret.: 31.01.2015

1. Family Pension (Basic excluding DA & Allowances)

Pension: Rs. 12690/- (son in pensioner)

(20 points)

S. No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	18
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

GPF: Rs. 63258/-

DCRG: Rs. 734049/-,

Leave Encashment: Rs. 162593/-

DLIS: Rs. 60000/-

LIC: 100000/-

(Total: Rs. 1119900/-)

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 1119900/- 01
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : (10 points) (0)

4. Movable /immovable Property: (10 points) N.A.

5. Left over service of deceased : (up to 6 years) (15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	3
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-----
2	Wife	05	-----

(wife expired in 2017 and son is Family Pensioner)

7. Unmarried Daughters (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	3
2	02 & above	05	-----

(one son -39 years and another 15 years)

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	18
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	01
3	Annual income of earning members and income from property (working on Contract Rs. 22000/- p.m. at RRIUM, Patna)	10	(0)
4	Movable/ immovable property	10	N. A.
5	Left over service of deceased	15	3
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	
7	Dependent unmarried daughters	10	
8	Dependent minor children	10	
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit) one son 15 yrs.	05	3
	Total	100	25
10	Marks for widow applicant for the job.		-----
	TOTAL	100	25

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Dr. Raisuddin Ahmad, R.O (Botany)
DSRU, New Delhi.**

Date of Birth: 21.07.1955

Date of Joining: 15.4.1983

Date of Death: 23.01.2006

Date of Normal Ret.: 31.07.2015

1. Family Pension (Basic excluding DA & Allowances) (20 Points)

F. Pension: Rs. 20760/-

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	12
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.) (10 Points)

GPF: Rs. 89063/-

DCRG: Rs. 607660/-

LE: Rs. 257155/-

LIC: Rs.149063/-

(Total Rs. 1013878/-)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 1013878/- 2
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : N. A. (10 points)

4. Movable /immovable Property: N. A. (10 points)

5. Left over service of deceased : (Up to 10 years) (15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	5
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-----
2	Wife	05	05

7. Unmarried Daughters (10 points)
(All four daughters are married)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	----
2	02 & above	10	-----

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	12
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	02
3	Annual income of earning members and income from property	10	N. A.
4	Movable/ immovable property	10	N. A.
5	Left over service of deceased	15	05
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	05
7	Dependent unmarried daughters	10	-
8	Dependent minor children	10	-
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-
	Total	100	24
10	Marks for widow applicant for the job.		-
	TOTAL	100	24

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Ashok Kr. Pandey, Library Attendant,
LRI, New Delhi**

Date of Birth: 15.06.1959

Date of Joining: 10.10.1979

Date of Death: 11.01.2018

Date of Normal Ret.: 30.06.2019

1. Family Pension (Basic excluding DA & Allowances)

F. Pension: Rs. 20200/-

(20 points)

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	12
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

(10 Points)

GPF: Rs. 605176/-

DCRG: Rs. 1426524/-

LE: Rs. 432280/-

DLIS: Rs. 60000/-

LIC: Rs. 100000/-

(Total: Rs. 2623980/-)

Terminal benefits				
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	Total Amt. & Points Awarded
Upto 1000000	Upto 450000	Upto 100000	10	Total: Rs. 2623980/-
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	
				01

3. Annual income of earning members & income from property :

N. A. (10 points)

4. Movable /immovable Property;

N. A. (10 points)

5. Left over service of deceased :

(up to 2 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	01
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24 yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26 yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-
2	Wife	05	05

7. Unmarried Daughters (One un-married daughter) (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	05
2	02 & above	10	-

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (All sons above 25 years) (05 points)

Are

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

RELATIVE MERIT POINTS ASSESSMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	12
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment, etc.	10	01
3	Annual income of earning members and income from property	10	N. A.
4	Movable/ immovable property	10	N. A.
5	Left over service of deceased	15	01
6	Number of dependents i.e. Mother or Father, Spouse (wife) only- Wife	10	05
7	Dependent unmarried daughters	10	05
8	Dependent minor children	10	----
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	----
	Total	100	24
10	Marks for widow applicant for the job.		-
	TOTAL	100	24

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Mohammad Saleem, Messenger, Hyd.**

Date of Birth: 09.03.1958
Date of Death: 21.11.2017

Date of Joining: 03.07.1981
Date of Normal Ret.: 31.03.2018

1. Family Pension (Basic excluding DA & Allowances) (20 points)

Pension: Rs. 19300/-

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	12
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.) (10 Points)

**GPF: Rs. 235399/-
DLIS: Rs. 60000/-**

**DCRG: Rs. 1337490/-
LIC: Rs. 100000/-**

**LE: Rs. 405300/-
(Total Rs. 2138189/-)**

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 2138189/- 3
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : N. A. (10 points)

4. Movable /immovable Property; N. A. (10 points)

5. Left over service of deceased : (Up to 02 years) (15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	1
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24 yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26 yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-
2	Wife	05	05

7. Unmarried Daughters (10 points)
(One daughter 38 yrs. - married)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (both sons married-44 & 40 yrs.) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	----
2	02 & above	05	----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	12
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	03
3	Annual income of earning members and income from property	10	N. A.
4	Movable/ immovable property	10	N. A.
5	Left over service of deceased	15	01
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	05
7	Dependent unmarried daughters	10	-
8	Dependent minor children	10	-
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-
	Total	100	21
10	Marks for widow applicant for the job.		-
	TOTAL	100	21

100-Point Formula for assessment of application for appointment on

**Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Dr. M.A. Samad, R.O (Unani), Hyderabad**

Date of Birth: 15.04.1964

Date of Joining: 28.01.1993

Date of Death: 22.08.2020

Date of Normal Ret.: 30.4.2024

1. Family Pension (Basic excluding DA & Allowances):

(20 Points)

F. Pension: Rs. 102240/-

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	6
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

NPS: Rs. 3417257/-

DCRG: Rs.2000000/-

LE: Rs.2422661/-

LIC: Rs.200000/-

(Total Rs.8039818/-)

(10 points)

Terminal benefits				
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	Total Amt. & Points Awarded
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 8039818/
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	
				(0)

3. Annual income of earning members & income from property :

N. A. (10 points)

4. Movable /immovable Property:

N. A. (10 points)

5. Left over service of deceased :

(Up to 4years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	02
Upto 04yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-
2	Wife	05	05

7. Unmarried Daughters

(10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children

(One son-12 years)

(10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	5
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (two major sons; 25 & 22 Years) (05 points)

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	3
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	06
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	0
3	Annual income of earning members and income from property	10	Details not submitted
4	Movable/ immovable property	10	N. A.
5	Left over service of deceased	15	02
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	05
7	Dependent unmarried daughters	10	-
8	Dependent minor children	10	05
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05 (ONE)	03
	Total	100	21
10	Marks for widow applicant for the job.		-----
	TOTAL	100	21

100-Point Formula for assessment of application for appointment on

**Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. J R. Toppo, JAO, Patna**

Date of Birth: 05.12.1960

Date of Joining: 06.12.1991

Date of Death: 31.03.2016

Date of Normal Ret.: 31.12.2020

1. Family Pension (Basic excluding DA & Allowances): (20 Points)

Family Pension : Rs 35000/-

S.No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	06
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.) (10 Points)

GPF: Rs. 3,63,218/- DCRG Rs. 17,15,000/- LE: Rs. 215833/-

DLIS: Rs. 60000/-

LIC: Rs. 160000/-

(Total Rs. 25,14,051/-)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 25,14,051/-
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	
				01

3. Annual income of earning members & income from property : N. A. (10 points)

4. Movable /immovable Property; N. A. (10 points)

5. Left over service of deceased : (Up to 6 years) (15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	03

6. Dependents i.e. Mother or father, Spouse (House Wife) only. (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-----
2	Wife	05	05

7. Unmarried Daughters (One unmarried daughter) (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	05

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (Son DOB: 27.11.1988) (05 points)

S. No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S.No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	6
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	1
3	Annual income of earning members and income from property	10	Details not submitted.
4	Movable/ immovable property	10	N. A.
5	Left over service of deceased	15	3
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters (One)	10	5
8	Dependent minor children	10	-----
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-----
	Total	100	20
10	Marks for widow applicant for the job.		0
	TOTAL	100	20

**100-Point Formula for Assessment of Application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Sohail Ahmad, Driver, Aligarh**

Date of Birth: 19.11.1961

Date of Joining: 15.01.1986

Date of Death: 18.12.2016

Date of Normal Ret.: 30.11.2021

1. Family Pension (Basic excluding DA & Allowances): (20 Points)

Family Pension : Rs 24500/-

S. No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	10
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

GPF: Rs. 3,11,316/-

LE: Rs. 4,46,488/-

DCRG: Rs. 15,49,380/-

DLIS: Rs. 60000/-

LIC: Rs. 1,00,000/-

(Total Rs. 24,67,184/-)

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 24,67,184/- 02
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : N. A. (10 points)

4. Movable /immovable Property:

N. A. (10 points)

5. Left over service of deceased :

(up to 6 years)

(15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	03

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-----
2	Wife	05	05

7. Unmarried Daughters (No daughter) (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

**9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)
(only One son: age 34 years)**

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR COMPASSIONATE APPOINTMENT

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	10
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	02
3	Annual income of earning members and income from property	10	Details not submitted.
4	Movable/ immovable property	10	-----
5	Left over service of deceased	15	3
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	----
8	Dependent minor children	10	-----
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-----
	Total	100	20
10	Marks for widow applicant for the job.		-
	TOTAL	100	20

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: Sh. K. Prakash Reddy, AD(Admn),
Hyderabad.
Date of Birth: 13.12.1949 Date of Joining: 20.11.1971
Date of Death: 14.03.2008 Date of Normal Ret.:31.12.2009

1. Family Pension (Basic excluding DA & Allowances)

F. Pension: Rs. 22860/-

(20 Points)

S. No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	10
7.	25001 – 28000	08	
8.	28001 & above	06	

2. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI, CGEIGS, Leave encashment Etc.)

GPF: Rs. 1,06,201/-

DCRG Rs. 10,00,000/-

E.L: Rs. 3,24,350/-

DLIS Rs. 60,000/-

(Total Rs. 14,90,551/-)

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 1490551/- (0)
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

3. Annual income of earning members & income from property : N. A. (10 points)

4. Movable /immovable Property: N. A. (10 points)

5. Left over service of deceased : (up to 2 years) (15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	01

6. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	
2	Wife	05	05

7. Unmarried Daughters (daughter-already married) (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

8. Dependent minor children (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

9. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) (05 points)**(both son & daughter are married. Age: 40+)**

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not be open.

**RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT- PART – C**

S.No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	10
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	(0)
3	Annual income of earning members and income from property	10	Details not submitted.
4	Movable/ immovable property	10	N. A.
5	Left over service of deceased	15	1
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	5
7	Dependent unmarried daughters	10	-----
8	Dependent minor children	10	-----
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	
	Total	100	16
10	Marks for widow applicant for the job.		-
	TOTAL		16

**100-Point Formula for assessment of application for appointment on
Compassionate Grounds
Proforma 'C'**

Name & Designation of Employee: **Sh. Misbahuddin Siddiqui
Pharmacist, Lucknow**

Date of Birth: 01.03.1961

Date of Joining: 01.01.1985

Date of Death: 09.09.2020

Date of Normal Ret.: 28.02.2021

3. Family Pension (Basic excluding DA & Allowances)

Family Pension: Rs 37150/-

(20 Points)

S. No.	Proposed slab	Points	Points Awarded
1.	Upto 10000	20	06
2.	10001 – 13000	18	
3.	13001 – 16000	16	
4.	16001 – 19000	14	
5.	19001 – 22000	12	
6.	22001 – 25000	10	
7.	25001 – 28000	08	
8.	28001 & above	06	

**10. Terminal benefits i.e. Lump sum amount by the family on death of Govt. Servant
(i.e. DCR Gratuity, GPF/PPF A/c Balance, NPS Corpus (employee share), LIC/PLI,
CGEIGS, Leave encashment Etc.)**

GPF: Rs. 9,35,904/-

DCRG Rs. 20,00,000/-

E.L: Rs. 8,32240/-

DLIS: Rs. 60000/-

LIC: Rs. 100000/-

(Total Rs. 39,28,144/-)

(10 points)

Terminal benefits				Total Amt. & Points Awarded
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points	
Upto 1000000	Upto 450000	Upto 100000	10	Total Rs. 3928144/- (0)
1000001 – 1187500	450001-525000	100001-120000	09	
1187501 – 1375000	525001-600000	120001-140000	08	
1375001 – 1562500	600001-675000	140001-160000	07	
1562501 – 1750000	675001-750000	160001-180000	06	
1750001 – 1937500	750001-825000	180001-200000	05	
1937501 – 2125000	825001-900000	200001-220000	04	
2125001 – 2312500	900001-975000	220001-240000	03	
2312501 – 2500000	975001-1050000	240001-260000	02	
2500001 – 2687500	1050001-1125000	260001-300000	01	
2687501 & above	1125001 & above	300001 & above	00	

11. Annual income of earning members & income from property : N. A. (10 points)

12. Movable /immovable Property: N. A. (10 points)

13. Left over service of deceased : (up to 2 years) (15 points)

Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Left over service of deceased	Weightage points	Points Awarded
Upto 02 yrs.	01	Upto 12 yrs	06	Upto 22 yrs	11	
Upto 04 yrs.	02	Upto 14 yrs	07	Upto 24 yrs	12	
Upto 06 Yrs.	03	Upto 16 yrs	08	Upto 26 yrs	13	
Upto 08 yrs.	04	Upto 18 yrs	09	Upto 28 yrs	14	
Upto 10 yrs.	05	Upto 20 yrs	10	30 years & above	15	01

14. Dependents i.e. Mother or father, Spouse (House Wife) only (10 points)

S.No.	No. of dependents	Weightage points	Points Awarded
1	Single or Both Parents	05	-----
2	Wife	05	05

15. Unmarried Daughters (No daughter) (10 points)

S.No.	No. of unmarried daughters	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

16. Dependent minor children: (10 points)

S.No.	No. of minor children	Weightage points	Points Awarded
1	01	05	-----
2	02 & above	10	-----

**17. Unmarried major son (upto 25 years of age) and dependent major son i.e. physically and mentally challenged (without age limit) : (05 Points)
(Both sons are married)**

S.No.	No. of unmarried major son/dependent major son	Weightage points	Points Awarded
1	01	03	-----
2	02 & above	05	-----

- In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- The cases already considered by the Ministries/departments/offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

**RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT: PART – C**

S. No.	Parameter	Points allotted to the parameter	Points scored by the candidate
1	Family Pension/monthly amount (excluding DA & Allowance)	20	6
2	Terminal benefits (DCRG, GPF/PPF, NPS Corpus (employee share), LIC/PLI,CGEIGS, Leave encashment, etc.	10	(0)
3	Annual income of earning members and income from property	10	Details not submitted.
4	Movable/ immovable property	10	-----
5	Left over service of deceased	15	01
6	Number of dependents i.e. Mother or Father, Spouse (wife) only	10	05
7	Dependent unmarried daughters	10	----
8	Dependent minor children	10	-----
9	Unmarried major son (up to 25 years of age) and dependent major son i.e. physically & mentally challenged (without age limit)	05	-----
	Total	100	12
10	Marks for widow applicant for the job.		-
	TOTAL	100	12

F.No.14014/02/2012-Estt.(D)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel & Training

North Block, New Delhi
Dated the 05th September, 2016

OFFICE MEMORANDUM

Subject:- Consolidated Instructions on compassionate appointment — Review of FAQs dated 30.05.2013/25.02.2015 with regard to married son.

**** * *

The undersigned is directed to invite attention to this Department's O.M. No. 14014/6/1994-Estt.(D) dated 09th October, 1998 and OM of even number dated 16th January, 2013 vide which **Consolidated Instructions on compassionate appointment** were issued. Subsequently, vide FAQ No. 13 dated 30.05.2013 it has been clarified that married sons are not considered as dependent family member and hence not eligible for consideration for compassionate appointment. The clarification with regard to married son as stipulated in FAQ No. 13 dated 30.05.2013 has been reviewed vide FAQ No 60 of even number dated 25.02.2015 as under:-

Sl. No.	Question	Answer
60	Whether 'married son' can be considered for compassionate appointment?	<p>Yes, if he otherwise fulfils all the other requirements of the Scheme i.e. he is otherwise eligible and fulfils the criteria laid down in this Department's O.M. dated 16th January, 2013. This would be effective from the date of issue of this FAQ viz. 25th February, 2015 and the cases of compassionate appointment already settled w.r.t. the FAQs dated 30th May, 2013, may not be reopened.</p> <p>Sr.No.13 of the FAQs dated 30th May, 2013 may be deemed to have been modified to this extent.</p>

2. Pursuant to various Court Orders, the clarification/FAQ No. 13 dated 30.05.2013 and FAQ No. 60 dated 25.02.2015 has been further reviewed in consultation with the Department of Legal Affairs. It has been decided that married son can be considered for compassionate appointment if he otherwise fulfils all the other requirements of the Scheme i.e. he is otherwise eligible and fulfils the criteria laid down in this Department's O.M. dated 16th January, 2013.

3. FAQ No. 13 dated 30.05.2013 and FAQ No. 60 dated 25.02.2015 stands withdrawn from the date of their issue.

...2/-

4. The cases of compassionate appointment rejected solely on the grounds of marital status in terms of FAQ No. 13 dated 30.05.2013 during the intervening period i.e. w.e.f. 30.05.2013 to 25.02.2015 in respect of married son may be reopened/reconsidered against vacancies occurring after issue of this OM.

5. Hindi version will follow.

G. Jayanthi

(G. Jayanthi)

Director (E-I)

Phone No. 23092479

To

All Ministries/Departments of Government of India

Copy to:

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2. Vice-President's Secretariat, New Delhi
3. The Prime Minister's Office, New Delhi
4. Cabinet Secretariat, New Delhi
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7. The Registrar, Central Administrative Tribunal, Principal Bench, New Delhi.
8. The Comptroller and Auditor General of India, New Delhi
9. The Secretary, Union Public Service Commission, New Delhi
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12. National Commission for Scheduled Castes, New Delhi
13. National Commission for Scheduled Tribes, New Delhi
14. National Commission for OBCs, New Delhi
15. Secretary, National Council (KM), 13, Ferozeshah Road, New Delhi.
16. Establishment Officer & A.S.
17. All Officers and Sections in the Department of Personnel and Training.
18. Facilitation Centre, DOP&T (20 copies)
19. NIC (DOP&T) for placing this Office Memorandum on the Website of DOP&T.
20. Establishment Section (10 copies).

Department of Personnel & Training

Establishment 'D' Division**Frequently Asked Questions (FAQs) on Compassionate Appointment**

S.No.	Question	Answer
Introduction and Objective		
1.	Under what provisions of Government, appointments on compassionate grounds are regulated?	The appointments on compassionate grounds against a post in Central Government are regulated in terms of the provisions of "Scheme for Compassionate Appointment under Central Government" issued under Department of Personnel & Training O.M. No. 14014/6/1994-Estt(D) dated 09.10.1998, as amended from time to time. <u>All the instructions on compassionate appointments have been consolidated vide O.M. 14014/02/2012-Estt(D) dated 16.01.2013 and are available on the Department's website www.persmin.nic.in (OMs & Orders > Establishment > (A) Administration (III) Concessions in Appointments (a) Compassionate Appointments).</u>
2.	What is the objective of scheme for compassionate appointments?	The objective of the Scheme is to grant appointment on compassionate grounds to a dependent family member of a Government servant who has died while in service or who is retired on medical grounds before attaining the age of 55 years (57 years for erstwhile Group 'D' employees), thereby leaving the family in penury and without any means of sustainable livelihood <u>so as to provide relief to the family of the Government servant concerned from financial destitution and to help it get over the emergency.</u>
3.	Is the Scheme applicable to member of Armed Forces?	<u>Yes.</u> Dependent family member of a Armed Force personnel can be considered for appointment against a civilian post within any establishment/organisation under the Ministry of Defence, if the armed force personnel: a) Dies during service; or b) Is killed in action; or c) Is medically boarded out and is unfit for civil employment

4.	Can dependents of a deceased government employee who committed suicide be considered for compassionate appointment?	<u>Yes</u> . If the family satisfies the criteria to be considered for compassionate appointment (see S. No. 29).
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Age Limit for appointment on compassionate grounds

5.	What is the upper and lower age limit for making compassionate appointment?	The age limits would be based on the Recruitment Rules of the post to which the compassionate appointment is proposed to be made.
6.	Whether upper age limit prescribed for a post can be relaxed while making appointment on compassionate ground?	<u>Yes</u> . Upper age limit can be relaxed wherever found to be necessary.
7.	Whether lower age limit prescribed for a post can be relaxed while making appointment on compassionate ground?	<u>No</u> . The lower age limit cannot be relaxed below 18 years of age.
8.	What is the crucial date for determining age eligibility for appointment on compassionate grounds?	Age eligibility shall be determined with reference to the 'date of application' for compassionate appointment.
9.	Which authority is competent to grant relaxation of upper age limit?	Authority competent to take a final decision for making compassionate appointment in a case is the competent authority to grant relaxation of upper age limit.
10.	Is there any restriction of age limit of medically retired government servant for consideration of cases of dependents for compassionate appointment?	<u>Yes</u> . The Government servant should have retired on medical grounds before attaining the age of 55 years (57 years for erstwhile Group D employees).

Definition of a Dependent Family Members

11.	Who are considered dependent Family Members	Dependent Family Member means: a) spouse; or
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	for the purpose of consideration of appointment on compassionate grounds?	<p>b) son (including adopted son); or</p> <p>c) daughter (including adopted daughter); or</p> <p>d) brother or sister in the case of unmarried Government servant; or</p> <p>e) member of the Armed Forces, as defined in S.No. 3, who was wholly dependent on the Government servant/ member of the Armed Forces at the time of his death in harness or retirement on medical grounds, as the case may be.</p>
12	Whether a 'married daughter' can be considered for compassionate appointment?	<p><u>Yes</u>, but subject to conditions:</p> <p>i. That she was wholly dependent on the Government servant at the time of his/her death in harness or retirement on medical grounds.</p> <p>ii. She must support other dependents members of the family.</p>
13	Whether 'married son' can be considered for compassionate appointment?	<u>No</u> . A married son is not considered dependent on a government servant.
14	Whether 'married brother' can be considered for compassionate appointment?	<u>No</u> . A married brother is not considered dependent on a government servant.
15	Whether dependent of an employee working on 'daily wage or casual or apprentice or ad-hoc or contract or re-employment' basis can be considered for compassionate appointment?	<u>No</u> . Only the dependent of regular government employee can be considered for compassionate appointment.
16	Whether dependent of "confirmed work-charged staff" can be considered for compassionate appointment?	<u>Yes</u> . Confirmed work-charged staff is covered by the term Government servant.
17	Whether a widow appointed on	<u>Yes</u> .

F.No. 14014/1/2022-Estt. (D)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel & Training)

North Block, New Delhi
Dated the 02nd August, 2022

OFFICE MEMORANDUM

Subject:- Master Circular on Scheme of compassionate appointment –
regarding.

The undersigned is directed to say that consolidated instructions on Scheme for “Compassionate Appointment under Central Government” was issued vide this Department’s O.M. No.14014/02/2012-Estt.(D) dated 16.01.2013. Subsequently a few instructions on compassionate appointments under the Central Government have been issued. It has been decided to consolidate all instructions issued till date, in this Master Circular, under easily Comprehensible heading for benefit of ready reference. The number and date of the relevant Office Memorandum have been mentioned below each para. The relevant O.M. can be accessed from this Department’s website <https://dopt.gov.in> under heading Notifications- OM & Orders- 13 Establishment- Compassionate Appointment.

2. All Ministries/Departments are requested to bring this to the notice of all concerned for information, guidance and necessary action.

3. Hindi version will follow.

Pradeep Kumar
02/08/2022
(Pradeep Kumar)

Under Secretary to the Government of India
Tel. No. 23040339

To,
All Ministries/Departments of Government of India

Copy to:

1. President’s Secretariat, New Delhi
2. Vice-President’s Secretariat, New Delhi
3. The Prime Minister’s Office, New Delhi
4. Cabinet Secretariat, New Delhi
5. Rajya Sabha Secretariat/Lok Sabha Secretariat, New Delhi
6. The Registrar General, the Supreme Court of India, New Delhi.
7. The Registrar, Central Administrative Tribunal, Principal Bench, New Delhi.
8. The Comptroller and Auditor General of India, New Delhi
9. The Secretary, Union Public Service Commission, New Delhi

10. The Secretary, Staff Selection Commission, New Delhi
11. All attached offices under the Ministry of Personnel, Public Grievances and Pensions
12. National Commission for Scheduled Castes, New Delhi
13. National Commission for Scheduled Tribes, New Delhi
14. National Commission for OBCs, New Delhi
15. Secretary, National Council (JCM), 13, Ferozeshah Road, New Delhi.
16. Establishment Officer & A.S.
17. All Officers and Sections in the Department of Personnel and Training.
18. Facilitation Centre, DOP&T (20 copies)
19. NIC (DOP&T) for placing this Office Memorandum on the Website of DOP&T.
20. Establishment Section (200 copies).

Pradeep Kumar
02/08/2022

(Pradeep Kumar)

UnderSecretary to the Government of India

SCHEME FOR COMPASSIONATE APPOINTMENT

1. OBJECT

The object of the Scheme is to grant appointment on compassionate grounds to a dependent family member of a Government servant dying in harness or who is retired on medical grounds, thereby leaving his family in penury and without any means of livelihood, to relieve the family of the Government servant concerned from financial destitution and to help it get over the emergency.

2. TO WHOM APPLICABLE

To a dependent family member —

(A) of a Government servant who —

- (a) dies while in service (including death by suicide); or
- (b) is retired on medical grounds under Rule 2 of the CCS (Medical Examination) Rules 1957 or the corresponding provision in the Central Civil Service Regulations before attaining the age of 55 years (57 years for erstwhile Group 'D' Government servants); or
- (c) is retired on medical grounds under Rule 38 of the CCS(Pension) Rules, 1972 or the corresponding provision in the Central Civil Service Regulations before attaining the age of 55 years (57 years for erstwhile Group 'D' Government servants); or

(B) of a member of the Armed Forces who —

- (a) dies during service; or
- (b) is killed in action; or
- (c) is medically boarded out and is unfit for civil employment.

Note I "Dependent Family Member" means:

- (a) spouse; or
- (b) son(including adopted son); or
- (c) daughter (including adopted daughter); or
- (d) brother or sister in the case of unmarried Government servant or
- (e) member of the Armed Forces referred to in (A) or (B) of this para,

-- who was wholly dependent on the Government servant/ member of the Armed Forces at the time of his death in harness or retirement on medical grounds, as the case may be.

Note II "Government servant" for the purpose of these instructions means a Government servant appointed on regular basis and not one working on

daily wage or casual or apprentice or ad-hoc or contract or re-employment basis.

Note III "Confirmed work-charged staff" will also be covered by the term 'Government servant' mentioned in Note II above.

Note IV "Service" includes extension in service (but not re-employment) after attaining the normal age of retirement in a civil post.

Note V "Re-employment" does not include employment of ex-serviceman before the normal age of retirement in a civil post.

3. **AUTHORITY COMPETENT TO MAKE
COMPASSIONATE APPOINTMENT**

- (a) Joint Secretary in-charge of administration in the Ministry/Department concerned.
- (b) Head of the Department under the Supplementary Rule 2(10) in the case of attached and subordinate offices.
- (c) Secretary in the Ministry/Department concerned in special types of cases.

4. **POSTS TO WHICH SUCH APPOINTMENTS CAN BE MADE**

Group 'C' posts against the direct recruitment quota.

5. **ELIGIBILITY**

- (a) The family is indigent and deserves immediate assistance for relief from financial destitution; and
- (b) Applicant for compassionate appointment should be eligible and suitable for the post in all respects under the provisions of the relevant Recruitment Rules.

6. A. EXEMPTIONS

Compassionate appointments are exempted from observance of the following requirements:-

- (a) Recruitment procedure i.e. without the agency of the Staff Selection Commission or the Employment Exchange.
- (b) Clearance from the Surplus Cell of the Department of Personnel and Training/Directorate General of Employment and Training.
- (c) The ban orders on filling up of posts issued by the Ministry of Finance (Department of Expenditure).

B. RELAXATIONS

- (a) Upper age limit could be relaxed wherever found to be necessary. The lower age limit should, however, in no case be relaxed below 18 years of age.

Note I Age eligibility shall be determined with reference to the date of application and not the date of appointment;

Note II Authority competent to take a final decision for making compassionate appointment in a case shall be competent to grant relaxation of upper age limit also for making such appointment.

- (b) In exceptional circumstances Government may consider recruiting persons not immediately meeting the minimum educational standards. Government may engage them as trainees who will be given the regular pay bands and grade pay only on acquiring the minimum qualification prescribed under the recruitment rules. The emoluments of these trainees, during the period of their training and before they are absorbed in the Government as employees, will be equal to the lowest/first cell (minimum) of Pay Level-1 Rs. 18,000-56,900 (pre-revised 1S pay band). In addition, they will be granted all applicable Allowance, like Dearness Allowances, House Rent Allowance and Transport Allowance at the admissible rates. The same shall be calculated on the minimum of Pay Level-1. The period spent in Pay Level-1 by the future recruits will not be counted as service for any purpose as their regular service will start only after they are appointed in the Group 'C' post after acquiring minimum educational qualifications. The pay of those governed by the 1S scale under 6th CPC Pay Rules may be revised by using the Fitment Factor of 2.57 for placement in Level-1 in conformity with the Rule 7 of the CCS (RP) Rules, 2016. All pre-revised pay stages lower than pre-revised pay of Rs.7,000 in the pre-revised 1S scale shall not be considered for determining the benefit of bunching, on the same lines as has been clarified by this Department's O.M dated 03.08.2017 on application of the benefit on account of bunching. This will be effective from 01.01.2016. [Para 1 of O.M. No.14014/2/2009-Estt.(D) Dated the 11th December, 2009 and Para 2 of { O.M. No.14014/2/2009-Estt.(D) Dated 09th October, 2017}]

Note In the case of an attached/subordinate office, the Secretary in the concerned administrative Ministry/Department shall be the competent authority for this purpose.

- (c) In the matter of exemption from the requirement of passing the typing test those appointed on compassionate grounds to the post of Lower Division Clerk will be governed by the general orders issued in this regard:-
 - (i) by the CS Division of the Department of Personnel and Training if the post is included in the Central Secretariat Clerical Service; or
 - (ii) by the Establishment Division of the Department of Personnel and Training if the post is not included in the Central Secretariat Clerical Service.
- (d) In case of appointment of a widow not fulfilling the requirement of educational qualification, against the post of MULTI TASKING STAFF, she will be placed in minimum of Pay Level-1(Rs. 18,000-56,900) directly without insisting on fulfillment of educational qualification norms, provided the appointing authority is satisfied that the duties of the post against which she is being appointed can be performed with help of some on job training. This dispensation is to be allowed for appointment on compassionate ground against the post of MULTI TASKING STAFF only. (Para 2 of O.M. No.14014/2/2009-Estt. (D) Dated 03.04.2012)

7. DETERMINATION/AVAILABILITY OF VACANCIES

- (a) Appointment on compassionate grounds should be made only on regular basis and that too only if regular vacancies meant for that purpose are available.
- (b) Compassionate appointments can be made upto a maximum of 5% of vacancies falling under direct recruitment quota in any Group 'C' post. The appointing authority may hold back upto 5% of vacancies in the aforesaid categories to be filled by direct recruitment through Staff Selection Commission or otherwise so as to fill such vacancies by appointment on compassionate grounds. A person selected for appointment on compassionate grounds should be adjusted in the recruitment roster against the appropriate category viz SC/ST/OBC/General depending upon the category to which he belongs. For example, if he belongs to SC category he will be adjusted against the SC reservation point, if he is ST/OBC he will be adjusted against ST/OBC point and if he belongs to General category he will be adjusted against the vacancy point meant for General category.
- (c) While the ceiling of 5% for making compassionate appointment against regular vacancies should not be circumvented by making appointment of dependent family member of Government servant on casual/daily wage/ad-hoc/contract basis against regular vacancies, there is no bar to considering him for such appointment if he is eligible as per the normal rules/orders governing such appointments

- (d) The ceiling of 5% of direct recruitment vacancies for making compassionate appointment should not be exceeded by utilising any other vacancy e.g. sports quota vacancy.
- (e) The Committee constituted for considering a request for appointment on compassionate grounds should limit its recommendation to appointment on compassionate grounds only in a really deserving case and only if vacancy meant for appointment on compassionate grounds will be available within a year in the concerned administrative Ministry/department/Office, that too within the ceiling of 5% of vacancies falling under DR quota in Group 'C' posts. (O.M.No.14014/18/2000-Estt.(D) dated 22.06.2001)
- (f) Calculation of vacancies by grouping of posts for small offices/cadres - Grouping of posts in small Offices/Cadres for the purpose of calculation of vacancies for appointment on compassionate grounds is allowed. Consequently, Group 'C' posts in which there are less than 20 direct recruitment vacancies in a recruitment year may be grouped together and out of the total number of vacancies 5% may be filled on compassionate grounds subject to the condition that appointment on compassionate grounds in any such post should not exceed one. For the purpose of calculation of vacancies for compassionate appointment, fraction of a vacancy either half or exceeding half but less than one may be taken as one vacancy. (Para 2 and 3 of O.M. No. 14014/24/1999-Estt.(D) dated 28.12.1999)
- (g) Liberalized method of calculation of vacancies for small Ministries/Departments - The small Ministries/Departments may apply a more liberalized method of calculation of vacancies under 5% quota for compassionate appointment. The small Ministries/Departments, for the purpose of these instructions, are defined as organizations where no vacancy for compassionate appointment could be located under 5% quota for the last 3 years. Such small Ministries/Departments may add up the total of DR vacancies in Group 'C' and erstwhile Group 'D' posts (excluding technical posts) arising in each year for 3 or more preceding years and calculate 5% of vacancies with reference to the grand total of vacancies of such years, for locating one vacancy for compassionate appointment. This is subject to the condition that no compassionate appointment was/has been made by the Ministries/Departments during 3 years or number of years taken over and above 3 years for locating one vacancy under 5% quota. (Para 4 of O.M. No. 14014/3/2005-Estt.(D) dated 09.10.2006)
- (h) The compassionate appointment can also be made against technical 'posts' at Group 'C' and erstwhile Group 'D' level. The 5% quota of vacancies will be calculated on the basis of total DR vacancies arising in a year in the technical posts. (Para 2 of O.M. No. 14014/3/2005-Estt.(D) dated 19.01.2007.)

8. **TIME LIMIT FOR CONSIDERING APPLICATIONS FOR COMPASSIONATE APPOINTMENT:**

Prescribing time limit for considering applications for compassionate appointment has been reviewed vide this Department O.M No.14014/3/2011-Estt.(D) dated 26.07.2012. Subject to availability of a vacancy and instructions on the subject issued by this Department and as amended from time to time, any application for compassionate appointment is to be considered without any time limit and decision taken on merit in each case

9. **BELATED REQUESTS FOR COMPASSIONATE APPOINTMENT**

- (a) Ministries/Departments can consider requests for compassionate appointment even where the death or retirement on medical grounds of a Government servant took place long back, say five years or so. While considering such belated requests it should, however, be kept in view that the concept of compassionate appointment is largely related to the need for immediate assistance to the family of the Government servant in order to relieve it from economic distress. The very fact that the family has been able to manage somehow all these years should normally be taken as adequate proof that the family had some dependable means of subsistence. Therefore, examination of such cases would call for a great deal of circumspection. The decision to make appointment on compassionate grounds in such cases may, therefore, be taken only at the level of the Secretary of the Department/Ministry concerned.
- (b) Whether a request for compassionate appointment is belated or not may be decided with reference to the date of death or retirement on medical ground of a Government servant and not the age of the applicant at the time of consideration.
- (c) The onus of examining the penurious condition of the dependent family will rest with the authority making compassionate appointment (Para 4 of O.M No.14014/3/2011-Estt.(D) dated 26.07.2012)

10. **WIDOW APPOINTED ON COMPASSIONATE GROUNDS GETTING REMARRIED**

A widow appointed on compassionate grounds will be allowed to continue in service even after re-marriage.

11. **WHERE THERE IS AN EARNING MEMBER**

- (a) In deserving cases even where there is already an earning member in the family, a dependent family member may be considered for compassionate appointment with prior approval of the Secretary of the Department/Ministry concerned who, before approving such appointment, will satisfy himself that grant of compassionate appointment is justified having regard to number of dependents, assets and liabilities left by the Government servant, income of the earning member as also his liabilities including the fact that the earning

member is residing with the family of the Government servant and whether he should not be a source of support to other members of the family.

- (b) In cases where any member of the family of the deceased or medically retired Government servant is already in employment and is not supporting the other members of the family of the Government servant, extreme caution has to be observed in ascertaining the economic distress of the members of the family of the Government servant so that the facility of appointment on compassionate ground is not circumvented and misused by putting forward the ground that the member of the family already employed is not supporting the family.

12. MISSING GOVERNMENT SERVANT

Cases of missing Government servants are also covered under the scheme for compassionate appointment subject to the following conditions:-

- (a) A request to grant the benefit of compassionate appointment can be considered only after a lapse of at least 2 years from the date from which the Government servant has been missing, provided that:

- (i) an FIR to this effect has been lodged with the Police,
- (ii) the missing person is not traceable, and
- (iii) the competent authority feels that the case is genuine;

- (b) This benefit will not be applicable to the case of a Government servant:-

- (i) who had less than two years to retire on the date from which he has been missing; or
 - (ii) who is suspected to have committed fraud, or suspected to have joined any terrorist organisation or suspected to have gone abroad.
- (c) Compassionate appointment in the case of a missing Government servant also would not be a matter of right as in the case of others and it will be subject to fulfilment of all the conditions, including the availability of vacancy, laid down for such appointment under the scheme;
- (d) While considering such a request, the results of the Police investigation should also be taken into account; and
- (e) A decision on any such request for compassionate appointment should be taken only at the level of the Secretary of the Ministry/Department concerned.

13. PROCEDURE

- i) The Welfare Officer in each Ministry/Department/Office or a senior officer may be deputed to meet the family members of the deceased Government Servant and apprise them of the terminal benefits available to the family. This may be done at the earliest possible, preferably, within 30 days of death.
- ii) In case it is observed by the Welfare Officer/Senior Officer that the condition of the family of the deceased Government Servant is indigent, the family should also be apprised of the scheme for compassionate appointment.
- iii) In such cases, the Welfare Officer or any other Officer would assist the family member of the deceased Government servant in applying for appointment on compassionate grounds. The application should be made in the format prescribed as in Annexure. All assistance should be extended to enable such family member to fill the Application Form for compassionate appointment. The Applicant should be advised in person about the requirements and formalities to be completed by him. The Applicant should also be given detailed information of the posts to which they can apply.
- iv) The Administration shall satisfy itself regarding the correctness of the details entered in the Application form and family income and other details computed for processing the Application. During scrutiny, if any additional details or information having a bearing on the case, emerge, the same should be added as supplementary Note to the Application.
- v) Every application found to be in order, should be acknowledged by assigning a unique Registration number. All pending Applications should also be assigned unique registration number. This may be done within 2 to 3 weeks of time. Once a unique registration number has been assigned to an application, the Applicant, including those whose applications are pending, may be informed through email or other forms of communication (including digital modes of communication) of their Unique Application Registration Number.
- vi) Some Departments such as CBIC, D/o Posts, D/o Defence have devised their own point based merit system, for processing claims for compassionate appointment. In order to bring in transparency and objectivity in dealing with such claims, all Ministries/Departments, who have not yet developed such a system, may do so by devising their own point based merit system for assessing the merit of the claims of compassionate appointments.
- vii) While informing the Applicants of the registration number of their Application, they may also be informed of the likely number of vacancies likely to be available to be filled on compassionate grounds as well as be provided with a copy of the point based merit system.
- viii) To consider the various applications and to recommend individual applicant for grant of compassionate appointment, a Committee, comprising three members (one Chairman and two Members), may be constituted. The Committee may be chaired by an Officer not below the rank of Director/Deputy Secretary in the Ministry/Department and officers of equivalent rank in the case of attached and subordinate offices.

- ix) The Committee may preferably meet once in a year, to consider all fresh requests received in the last calendar year, in addition to pending applications. In case large number of applications are received at different times during the calendar year, the Committee may meet twice or more to consider the applications.
- x) Prior to every meeting of the Committee, the Applicants whose applications are being considered, should be informed, through email or other forms of communication (including digital modes of communication), of the number of vacancies in each grade for which they are being considered as also the date the Committee is due to meet to consider their Application. However, the Applicant(s) would not be required to have any personal interaction, either with the Administration or the Committee and that the Applicants may not be asked to be present during the meeting of the Committee.
- xi) Every valid application shall be assessed strictly on the basis of the point based merit system formulated by the concerned administrative Ministry/Department.
- xii) The Committee should make its recommendation for appointment on compassionate ground as per the total points obtained by each Applicant, under the applicable point based merit system.
- xiii) The result of each round of selection should be communicated to the Applicants. The points awarded against each parameter alongwith total merit points earned, should be provided to the Applicants through email or other forms of communication.
- xiv) The minutes of each meeting of the Committee including the merit points earned by each Applicant should also be placed, within a period of three weeks from the date of meeting of the Committee, in public domain on the website of the Ministry/Department/Organisation for information of all concerned.
- xv) Recommendation of the Committee should be placed before the competent authority for a decision. If the competent authority disagrees with the committee's recommendation, the case may be referred to the next higher authority for a decision. (O.M No.43019/9/2019-Estt.(D) dated 23.08.2021

14. UNDERTAKING FOR MAINTENANCE OF THE FAMILY OF THE DECEASED EMPLOYEE

A person appointed on compassionate grounds under the scheme should give an undertaking in writing (as in Annexure) that he/she will maintain properly the other family members who were dependent on the Government servant/member of the Armed Forces in question and in case it is proved subsequently (at any time) that the family members are being neglected or are not being maintained properly by him/her, his/her appointment may be terminated forthwith. The question of its legal enforceability has been examined in consultation with the Ministry of Law (Department of Legal Affairs) and it has been decided that it should be incorporated as one of the additional conditions in the offer of appointment applicable only in the case of appointment on compassionate grounds (O.M No.14014/16/1999-Estt.(D) dated 20.12.1999).

15. REQUEST FOR CHANGE IN POST/PERSON

When a person has been appointed on compassionate grounds to a particular post, the set of circumstances, which led to such appointment, should be deemed to have ceased to exist. Therefore, --

- (a) he/she should strive in his/her career like his/her colleagues for future advancement and any request for appointment to any higher post on considerations of compassion should invariably be rejected.
- (b) an appointment made on compassionate grounds cannot be transferred to any other person and any request for the same on considerations of compassion should invariably be rejected.

16. SENIORITY

A person appointed on compassionate ground in a particular year may be placed at the bottom of all the candidates recruited/appointed through direct recruitment, promotion etc. in that year, irrespective of the date of joining of the candidate on compassionate ground. (Para 4.8 of O.M. No. No.20011/1/2008-Estt.(D) dated 11.11.2010)

17. TERMINATION OF SERVICE

The compassionate appointments can be terminated on the ground of non-compliance of any condition stated in the offer of appointment after providing an opportunity to the compassionate appointee by way of issue of show cause notice asking him/her to explain why his/her services should not be terminated for non-compliance of the condition(s) in the offer of appointment and it is not necessary to follow the procedure prescribed in the Disciplinary Rules/Temporary Service Rules for his purpose.

In order to check its misuse, it has also been decided that this power of termination of services for non-compliance of the condition(s) in the offer of compassionate appointment should vest only with the Secretary in the concerned administrative Ministry/Department not only in respect of persons working in the Ministry/Department proper but also in respect of Attached/Sub-ordinate offices under that Ministry/Department. (O.M. No. 14014/19/2000-Estt(D) dated 24.11. 2000).

18. GENERAL

- (a) Appointments made on grounds of compassion should be done in such a way that persons appointed to the post do have the essential educational and technical qualifications and experience required for the post consistent with the requirement of maintenance of efficiency of administration.
- (b) It is not the intention to restrict employment of a family member of the deceased or medically retired (erstwhile) Group 'D' Government servant to a erstwhile Group 'D' post only. As such, a family member of such erstwhile Group 'D' Government servant can be appointed to a Group 'C'

post for which he/she is educationally qualified, provided a vacancy in Group 'C' post exists for this purpose.

- (c) The Scheme of compassionate appointments was conceived as far back as 1958. Since then a number of welfare measures have been introduced by the Government which have made a significant difference in the financial position of the families of the Government servants dying in harness/retired on medical grounds. An application for compassionate appointment should, however, not be rejected merely on the ground that the family of the Government servant has received the benefits under the various welfare schemes. While considering a request for appointment on compassionate ground a balanced and objective assessment of the financial condition of the family has to be made taking into account its assets and liabilities (including the benefits received under the various welfare schemes mentioned above) and all other relevant factors such as the presence of an earning member, size of the family, ages of the children and the essential needs of the family, etc.
- (d) Compassionate appointment should not be denied or delayed merely on the ground that there is reorganisation in the Ministry/Department/ Office. It should be made available to the person concerned if there is a vacancy meant for compassionate appointment and he or she is found eligible and suitable under the scheme.
- (e) Requests for compassionate appointment consequent on death or retirement on medical grounds of erstwhile Group 'D' staff may be considered with greater sympathy by applying relaxed standards depending on the facts and circumstances of the case.
- (f) Compassionate appointment will have precedence over absorption of surplus employees and regularisation of daily wage/casual workers with/without temporary status.
- (g) Any request to increase the upper age-limit of 55 years for retirement on medical grounds prescribed in para 2(A) (b) and (c) above in respect of Group 'A'/'B'/'C' Government servants and to bring it at par with the upper age-limit of 57 years prescribed therein for erstwhile Group 'D' Government servants on the ground that the age of retirement has recently (May, 1998) been raised from 58 years to 60 years for Group 'A'/'B'/'C' Government servants (which is at par with the age of retirement of 60 years applicable to erstwhile Group 'D' Government servants) or on any other ground should invariably be rejected so as to ensure that the benefit of compassionate appointment available under the scheme is not misused by seeking retirement on medical grounds at the fag end of one's career and also keeping in view the fact that the higher upper age-limit of 57 years has been prescribed therein for erstwhile Group 'D' Government servants for the reason that they are low paid Government servants who get meagre invalid pension in comparison to others.

19. IMPORTANT COURT JUDGEMENTS

The ruling contained in the following judgements may also be kept in view while considering cases of compassionate appointment:-

- (a) The Supreme Court in its judgement dated April 8, 1993 in the case of Auditor General of India and others vs. G. Ananta Rajeswara Rao [(1994) 1 SCC 192] has held that appointment on grounds of descent clearly violates Article 16(2) of the Constitution; but if the appointment is confined to the son or daughter or widow of the Government servant who died in harness and who needs immediate appointment on grounds of immediate need of assistance in the event of there being no other earning member in the family to supplement the loss of income from the bread winner to relieve the economic distress of the members of the family, it is unexceptionable.
- (b) The Supreme Court's judgement dated May 4, 1994 in the case of Umesh Kumar Nagpal vs. State of Haryana and others [JT 1994(3) S.C. 525] has laid down the following important principles in this regard:
 - (i) Only dependents of an employee dying in harness leaving his family in penury and without any means of livelihood can be appointed on compassionate ground.
 - (ii) The posts in Group 'C' and 'D' (formerly Class III and IV) are the lowest posts in non-manual and manual categories and hence they alone can be offered on compassionate grounds and no other post i.e. in the Group 'A' or Group 'B' category is expected or required to be given for this purpose as it is legally impermissible.
 - (iii) The whole object of granting compassionate appointment is to enable the family to tide over the sudden crisis and to relieve the family of the deceased from financial destitution and to help it get over the emergency.
 - (iv) Offering compassionate appointment as a matter of course irrespective of the financial condition of the family of the deceased or medically retired Government servant is legally impermissible.
 - (v) Neither the qualifications of the applicant (dependent family member) nor the post held by the deceased or medically retired Government servant is relevant. If the applicant finds it below his dignity to accept the post offered, he is free not to do so. The post is not offered to cater to his status but to see the family through the economic calamity.
 - (vi) Compassionate appointment cannot be granted after lapse of a reasonable period and it is not a vested right which can be exercised at any time in future.

- (vii) Compassionate appointment cannot be offered by an individual functionary on an ad-hoc basis.
- (c) The Supreme Court has held in its judgement dated February 28, 1995 in the case of the Life Insurance Corporation of India vs. Mrs Asha Ramchandra Ambekar and others [JT 1994(2) S.C. 183] that the High Courts and Administrative Tribunals cannot give direction for appointment of a person on compassionate grounds but can merely direct consideration of the claim for such an appointment.
- (d) The Supreme Court has ruled in the cases of Himachal Road Transport Corporation vs. Dinesh Kumar [JT 1996 (5) S.C. 319] on May 7, 1996 and Hindustan Aeronautics Limited vs. Smt A. Radhika Thirumalai [JT 1996 (9) S.C. 197] on October 9, 1996 that appointment on compassionate grounds can be made only if a vacancy is available for that purpose.
- (e) The Supreme Court has held in its judgement in the case of State of Haryana and others vs. Rani Devi and others [JT 1996(6) S.C. 646] on July 15, 1996 that if the scheme regarding appointment on compassionate ground is extended to all sorts of casual, ad-hoc employees including those who are working as Apprentices, then such scheme cannot be justified on Constitutional grounds.
- (f) The Hon'ble Supreme Court in its judgment dated 05.04.2011 in Civil Appeal No. 2206 of 2006 filed by Local Administration Department vs. M. Selvanayagam @ Kumaravelu has observed that "an appointment made many years after the death of the employee or without due consideration of the financial resources available to his/her dependents and the financial deprivation caused to the dependents as a result of his death, simply because the claimant happened to be one of the dependents of the deceased employee would be directly in conflict with Articles 14 & 16 of the Constitution and hence, quite bad and illegal. In dealing with cases of compassionate appointment, it is imperative to keep this vital aspect in mind". (O.M. No. 14014/3/2011-Estt.(D) dated 26.07.2012).

ANNEXURE

PROFORMA REGARDING EMPLOYMENT OF DEPENDENTS OF GOVERNMENT SERVANTS DYING WHILE IN
SERVICE/RETIRED ON INVALID PENSION

PART-A

- I. (a) Name of the Government servant (Deceased/retired on medical ground)
- (b) Designation of the Government Servant
- (c) Whether it is MTS(erstwhile Group 'D') or not?
- (d) Date of Birth of the Government Servant
- (e) Date of death/retirement on medical grounds
- (f) Total length of Service rendered
- (g) Whether permanent or temporary
- (h) Whether belonging to SC/ST/OBC
- II. (a) Name of the candidate for appointment
- (b) His/Her relationship with the Government Servant
- (c) Date of Birth
- (d) Educational Qualifications
- (e) Whether any other dependent family member has been appointed on
Compassionate grounds
- III. Particulars of total assets left including amount of
- (a) Family Pension
- (b) D.C.R. Gratuity
- (c) G.P.F. Balance
- (d) Life Insurance Policies (including Postal Life Insurance)
- (e) Moveable and Immovable properties & annual income earned therefrom
by the family.
- (f) C.G.E. Insurance amount
- (g) Encashment of leave
- (h) Any other assets
- Total
- IV. Brief particular of liabilities, if any.
- V. Particulars of all dependent family members of the Government servant (if
Some are employed, their income and whether they are living together or separately

S.No.	Name(s)	Relationship with Govt. servant	Age	Address	Employed or not if employed particulars of employment and emoluments)
1					
2					
3					

VI. Declaration/Undertaking

1. I hereby declare that the facts given by me above are, to the best of my knowledge, correct. If any of the facts herein mentioned are found to be incorrect or false at a future date, my services may be terminated.
2. I hereby also declare that I shall maintain properly the other family members who were dependent on the Government servant/Member of the Armed Forces mentioned against 1(a) of Part-A of this form and in case it is proved at any time that the said family members are being neglected or not being properly maintained by me, my appointment may be terminated.

Date:

Signature of the Candidate

Name.....

Address.....

Mobile No.....

Email ID.....

PART-B

(TO BE FILLED BY OFFICE IN WHICH EMPLOYMENT IS PROPOSED)

- (I) (a) Name of the candidate for Appointment. _____
- (b) His/Her relationship with the Government Servant. _____
- (c) Age (date of birth), education qualification and experience, if any. _____
- (d) Post (Group C) which employment is Proposed. _____
- (e) Whether there is vacancy in that post within the ceiling of 5% prescribed under the scheme of compassionate appointment. _____
- (f) Whether the post to be filled is included in the Central Secretariat Clerical Service or not. _____
- (g) Whether the relevant Recruitment Rules provide for direct recruitment. _____
- (h) Whether the candidate fulfils the requirements of the Recruitment Rules for the post. _____
- (i) Apart from waiver of Employment Exchange/Staff Selection Commission procedure what other relaxation are to be given. _____
- (II) Whether the facts mentioned in Part-A have been verified by the Office and if so, indicate the records. _____
- (III) If the Government servant died/retired on medical grounds more than 5 years back, why the case was not sponsored earlier. _____
- (IV) Personal recommendation of the Head of the Department In the Ministry/Department/Office.
(With his signature and office Stamp/seal) _____

DoP&T's O.M. No. 14014/1/2022-Estt.(D) dated 02.08.2022

F.No.A.12012/52/2018-Ad.III.B
Government of India
Ministry of Finance
Department of Revenue
Central Board of Indirect Taxes & Customs

Gr. Floor, Hudco Vishal Building,
Bhikaji Cama Place, RK Puram, New Delhi-66,
Dated the 15th May, 2019

To

All the Cadre Controlling Authorities
under Central Board of Indirect Taxes & Customs

**Subject: - Scheme for compassionate appointment- Relative merit point
& revised procedure for selection- reg.**

Sir/Madam,

The object of the Compassionate appointment Scheme is to grant appointment on compassionate grounds to a dependent family member of a Government servant dying in harness or who is retired on medical grounds, thereby leaving his family in penury and without any means of livelihood and to relieve the family of the Government servant concerned from financial destitution and to help it get over the emergency.

2. Keeping in view the objective of the Scheme, the existing instructions of DOPT relating to compassionate appointment have time and again been reviewed/modified/simplified so that the system finally derived at shall be more transparent, efficient and uniform in nature.

3. The existing position has been reviewed and it has been decided by the competent authority that to achieve the objective of the scheme of compassionate appointment and to ensure complete transparency, merits of the cases can be conveniently decided by allocating points to the applicants based on various attributes indicated in the reference of DoP&T from time to time. Accordingly, the Board has worked out a system of allocation of points for various attributes based on a hundred point scale.

4. Keeping in view the administrative requirement in processing such applications for appointment on compassionate ground the following proforma has been made which are enclosed herewith.

Sl.No.	Proforma	Title
1	Part A	Proforma regarding employment of dependents of employees who died while in service/retired on invalid pension (To be filled by candidate/applicant for appointment)
2	Part B	Proforma to be filled by the Office in which employment is proposed
3	Part C	Relative Merit Points Assessment on a 100-point scale for compassionate appointment

5. The system of weightage not only awards objectivity to the entire method but also ensures complete transparency and uniformity in the selection process. Henceforth, all the concerned are advised **to strictly follow this weightage points system** keeping in view the instructions issued by the DoP&T from time to time for assessing comparative merit of the applicants for compassionate appointment.

This issues with the approval of Chairman (IC).

Yours faithfully,

Encl: A/9

 15.5.19
(Mohammad Ashif)

Under Secretary to the Govt. of India

☎: 011 26162674

**Table for allocation of points to various attributes based on
a 100 point-scale for Proforma 'C'**

1. Family Pension (Basic excluding DA & Allowances)

(20 points)

Sl.No.	Proposed slab	Points
1	Upto 10,000	20
2	10,001-13,000	18
3	13,001-16,000	16
4	16,001-19,000	14
5	19,001-22,000	12
6	22,001-25,000	10
7	25,001-28,000	08
8	28,001 & Above	06

2. Terminal benefits i.e Lump sum amount by the family on death of Govt. Servant (i.e DCR Gratuity, GPF/PPF A/c Balance, LIC/PLI, CGEIGS, Leave encashment Etc)/ Lump sum amount under NPS etc.

(10 points)

Terminal Benefits			
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage Points
Upto 10,00,000	Upto 4,50,000	Upto 1,00,000	10
10,00,001-11,87,500	4,50,001-5,25,000	1,00,001-1,20,000	09
11,87,501-13,75,000	5,25,001-6,00,000	1,20,001-1,40,000	08
13,75,001-15,62,500	6,00,001-6,75,000	1,40,001-1,60,000	07
15,62,501-17,50,000	6,75,001-7,50,000	1,60,001-1,80,000	06
17,50,001-19,37,500	7,50,001-8,25,000	1,80,001-2,00,000	05
19,37,501-21,25,000	8,25,001-9,00,000	2,00,001-2,20,000	04
21,25,001-23,12,500	9,00,001-9,75,000	2,20,001-2,40,000	03
23,12,501-25,00,000	9,75,001-10,50,000	2,40,001-2,60,000	02
25,00,001-26,87,500	10,50,001-11,25,000	2,60,001-3,00,000	01
26,87,501 & Above	11,25,001 & Above	3,00,001 & Above	00

3. Annual Income of earning members & Income from Property

(10 points)

Sl.No.	Annual Income	Weightage Points
1	Nil	10
2	1-1,05,000	08
3	1,05,001-1,35,000	06
4	1,35,001-1,65,000	04
5	1,65,001-1,95,000	02
6	1,95,001 & Above	00

4. Movable/Immovable Property

(10 points)

Sl.No.	Proposed slab	Weightage Points
1	Nil	10
2	Upto 5,00,000	08
3	5,00,001-10,00,000	06
4	10,00,001-15,00,000	04
5	15,00,001-20,00,000	02
6	20,00,001 & Above	00

5. Left over service of Deceased

(15 points)

Left over service of deceased	Weightage Points	Left over service of deceased	Weightage Points	Left over service of deceased	Weightage Points
Upto 02 years	01	Upto 12 years	06	Upto 22 years	11
Upto 04 years	02	Upto 14 years	07	Upto 24 years	12
Upto 06 years	03	Upto 16 years	08	Upto 26 years	13
Upto 08 years	04	Upto 18 years	09	Upto 28 years	14
Upto 10 years	05	Upto 20 years	10	30 years & Above	15

6. Dependents i.e Mother or Father, Spouse (House Wife) only

(10 points)

Sl.No.	No. of Dependents	Weightage Points
1	Single or Both Parents	05
2	Wife	05

7. Unmarried Daughters

(10 points)

Sl.No.	No. of Unmarried daughters	Weightage Points
1	01	05
2	02 & Above	10

8. Dependent Minor Children

(10 points)

Sl.No.	No. of Minor Children	Weightage Points
1	01	05
2	02 & Above	10

9. **Unmarried Major Son (upto 25 years of age) and Dependent major son i.e. Physically and mentally challenged (without age limit)**

(05 points)

Sl.No.	No. of Unmarried Major Son/ Dependent Major son	Weightage Points
1	01	03
2	02 & Above	05

- * In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.
- * The cases already considered by the Ministries/Departments/Offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

**PROFORMA REGARDING EMPLOYMENT OF DEPENDENTS OF GOVERNMENT
SERVANTS DYING WHILE IN SERVICE/RETIRED ON INVALID PENSION**

PART- A

(TO BE FILLED BY THE CANDIDATE/APPLICANT FOR APPOINTMENT)

- I. (a) Name of the Government servant _____
(Deceased/retired on medical grounds).
- (b) Designation of the Government _____
Servant.
- (c) Whether it is MTS (erstwhile _____
Group 'D') or not?
- (d) Date of birth of the Government _____
Servant.
- (e) Date of death/retirement on _____
medical grounds.
- (f) Total length of Service rendered. _____
- (g) Whether permanent or temporary. _____
- (h) Whether belonging to SC/ST/OBC. _____
- II. (a) Name of the candidate for _____
appointment.
- (b) His/her relationship with the _____
Government servant.
- (c) Date of birth. _____
- (d) Educational Qualifications. _____
- (e) Whether any other dependent family _____
member has been appointed on
compassionate grounds.

III.	Particulars of total assets left including amount of	_____
	(a) Family Pension	_____
	(b) D.C.R. Gratuity	_____
	(c) G.P.F. Balance	_____
	(d) Life Insurance Policies (including Postal Life Insurance)	_____
	(e) Moveable and Immovable properties and annual income earned therefrom by the family.	_____
	(f) C.G.E. Insurance amount	_____
	(g) Encashment of leave	_____
	(h) Any other assets.	_____
	Total	_____
(IV)	Brief particular of liabilities if any.	_____

- V. Particulars of all dependent family Members of the Government servant (if some are employed, their income and whether they are living together Or separately).

S.No.	Name(s)	Relationship with Govt. servant	Age	Address	Employed or not (if employed particulars of employment and emoluments)
(1)	(2)	(3)	(4)	(5)	(6)

- 1.
- 2.
- 3.
- 4.
- 5.

VI. **DECLARATION/UNDERTAKING**

1. I hereby declare that the facts given by me above are, to the best of my knowledge, correct. If any of the facts herein mentioned are found to be incorrect or false at a future date, my services may be terminated.

2. I hereby also declare that I shall maintain properly the other family members who were dependent on the Government servant/member of the Armed Forces mentioned against 1(a) of Part-A of this form and in case it is proved at any time that the said family members are being neglected or not being properly maintained by me, my appointment may be terminated.

Date:

Signature of the candidate

Name: _____

Address: _____

Shri/Smt/Kum _____ is known to and the facts mentioned by him/her are correct.

Date:

Signature of permanent
Government servant.

Name: _____

Address: _____

I have verified that the facts mentioned above by the candidate are correct.

Date:

Signature of permanent
Government servant.

Name: _____

Address: _____

PART-B

(TO BE FILLED IN BY OFFICE IN WHICH EMPLOYMENT IS PROPOSED)

- (I) (a) Name of the candidate for Appointment. _____
- (b) His/Her relationship with the Government servant. _____
- (c) Age (date of birth), educational qualifications and experience, If any. _____
- (d) Post (Group C) which employment is Proposed _____
- (e) Whether there is vacancy in that post within the ceiling of 5% prescribed under the scheme of compassionate appointment. _____
- (f) Whether the post to be filled is included in the Central Secretariat Clerical Service or not. _____
- (g) Whether the relevant Recruitment Rules provide for direct recruitment. _____
- (h) Whether the candidate fulfils the requirements of the Recruitment Rules for the post. _____
- (i) Apart from waiver of Employment Exchange/Staff Selection Commission procedure what other relaxation are to be given. _____
- (II) Whether the facts mentioned in Part-A have been verified by the office and if so, indicate the records. _____
- (III) If the Government servant died/retired on medical grounds more than 5 years back, why the case was not sponsored earlier. _____
- (IV) Personal recommendation of the Head of the Department in the Ministry/Department/Office.
(With his signature and office Stamp/seal) _____

**RELATIVE MERIT POINTS ASSESSTMENT ON A 100 POINT SCALE FOR
COMPASSIONATE APPOINTMENT**

PART – C

Sl.No.	PARAMETER	POINTS ALLOTTED TO THE PARAMETER	POINTS SCORED BY THE CANDIDATE
1	Family Pension/Monthly amount (Excluding DA & Allowance)	20	
2	Terminal Benefits (DCRG, GPF/PPF, LIC/PLI, Leave encasement, etc)/Lump sum amount under NPS etc.	10	
3	Annual income of earning Members and income from property	10	
4	Movable/Immovable property	10	
5	Left over service of deceased	15	
6	Number of Dependents i.e. Mother or Father, Spouse (Wife) only	10	
7	Dependent unmarried daughters	10	
8	Dependent minor children	10	
9	Unmarried major son (up to 25 years of age) and Dependent major son i.e. physically & mentally challenged (without age limit)	05	
	TOTAL	100	