

भारत सरकार / Government of India
रक्षा मंत्रालय / Ministry of Defence
रक्षा विभाग/Department of Defence
रक्षा (श्रम) / D(Lab)

Sub: Relative merit point System and revised procedure for appointment on compassionate grounds - regarding.

The undersigned is directed to say that the Department of Personnel & Training (DoP&T) under the Ministry of Personnel, Public Grievances and Pension is the nodal Department for Government of India's Scheme for Compassionate Appointments. The main object of the scheme is to relieve the family of the Government servant dying in harness or who is retired on medical grounds and thereby leaving his family in penury and without any means of livelihood, from financial destitution and to help it get over the emergency. While considering requests for compassionate appointment, a balanced and objective assessment of financial condition of the families has to be made taking into account the assets and liabilities and other relevant factors. Accordingly, parameters of relative merit points were developed by MoD I.D. No. 271/93/D(Lab) dated 02.11.1993 and subsequently revised vide MoD's ID No. 19(4)/824-99/1998-D(Lab) dated 09.03.2001, ID No. 19(3)/2009/D(Lab) dated 22.01.2010 & 14.05.2010 and I.D. No. 19(2)/2017-D(Lab) dated 09.01.2018.

2. The existing 100 Point scale for assessing the merit of the candidate for grant of appointment on compassionate ground in the various Headquarters of the Ministry of Defence have been reviewed and some additional grace points and additional merit points have been added in the existing scheme dated 09.01.2018. Moreover, for considering belated requests for compassionate appointments where the death/disablement took place long ago, weightage points towards "Basic Family Pension" & "Terminal Benefits" have also been consolidated/amended in this revised scheme.

3. Accordingly, with the approval of the competent authority, various parameters on the 100-point scale of weightage system stand revised as under with immediate effect: -

(a) Basic Family Pension/Monthly Amount received under National Pension System (20 Points):

Sl. No.	Slab	Points
1.	Up to 9000	20
2.	9,001-11,500	18
3.	11,501-14,000	16
4.	14,001-16,500	14
5.	16,501-19,000	12
6.	19,001-21,500	10
7.	21,501-24,000	08
8.	24,001-26,500	06
9.	26,501-29,000	04
10.	29,001-31,500	02
11.	31,501 and above	00

- (b) Lumpsum amount received by the family on death of Employee (i.e. DCR Gratuity, GPF/PPF A/C balance, Leave Encashment, CGEGIS, LIC, PLI etc.)/ Lumpsum amount received under NPS etc.(10 Points):

Sl. No.	Slab	Points
1.	Up to 10,00,000	10
2.	10,00,001-11,87,500	09
3.	11,87,501-13,75,000	08
4.	13,75,001-15,62,500	07
5.	15,62,501-17,50,000	06
6.	17,50,001-19,37,500	05
7.	19,37,501-21,25,000	04
8.	21,25,001-23,12,500	03
9.	23,12,501-25,00,000	02
10.	25,00,001-26,87,500	01
11.	26,87,501 and above	00

- (c) Annual Income from movable/immovable property as well as Annual income earned by other member(s) of the family (05 Points):

Sl. No.	Slab	Points
1.	Nil	05
2.	1-1,05,000	04
3.	1,05,001-1,35,000	03
4.	1,35,001-1,65,000	02
5.	1,65,001-1,95,000	01
6.	1,95,001 and above	00

- (d) Movable/Immovable property of the family (Latest Market Value) including fixed deposit/bank balance etc but excluding the lumpsum amount received as mentioned at point (b) above (10 Points):

Sl. No.	Slab	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 and above	00

- (e) No. of Dependents (15 Points):

Sl. No.	No. of dependents	Points
1.	01	05
2.	02	10
3.	03 and above	15

(f) No. of unmarried daughters (15 Points):

Sl. No.	No. of unmarried daughters	Points
1.	None	00
2.	01	05
3.	02	10
4.	03 and above	15

(g) No. of minor children (15 Points):

Sl. No.	No. of minor children	Points
1.	None	00
2.	01	05
3.	02	10
4.	03 and above	15

(h) Left over service (10 Points):

Sl. No.	Left over service	Points
1.	0-5 years	02
2.	Over 5 & upto 10 years	04
3.	Over 10 & upto 15 years	06
4.	Over 15 & upto 20 years	08
5.	Over 20 years	10

3.1 However, for considering belated requests for compassionate appointments where the death/disablement took place long ago, weightage points towards "Basic Family Pension" & "Terminal Benefits" i.e. 3(a) and 3(b) mentioned above may be awarded in the following manner: -

(a) Basic Family Pension-pre 2006 deceased employees:

Sl. No.	Slab	Points
1.	Up to 1300	20
2.	1301-1500	18
3.	1501-1700	16
4.	1701-1900	14
5.	1901-2100	12
6.	2101-2300	10
7.	2301-2500	08
8.	2501 and above	06

Contd...

(b) Basic Family Pension – pre 2016 deceased employees:

Sl. No.	Slab	Points
1.	Up to 3500	20
2.	3501-4500	18
3.	4501-5500	16
4.	5501-6500	14
5.	6501-7500	12
6.	7501-8500	10
7.	8501-9500	08
8.	9501 and above	06

(c) Terminal Benefits – Pre 2006 deceased employees:

Sl. No.	Slab	Points
1.	Up to 1,00,000	10 Points
2.	1,00,001-1,20,000	09
3.	1,20,001-1,40,000	08
4.	1,40,001-1,60,000	07
5.	1,60,001-1,80,000	06
6.	1,80,001-2,00,000	05
7.	2,00,001-2,20,000	04
8.	2,20,001-2,40,000	03
9.	2,40,001-2,60,000	02
10.	2,60,001-3,00,000	01
11.	3,00,001 and above	00

(d) Terminal Benefits – Pre 2016 deceased employees:

Sl. No.	Slab	Points
1.	Up to 4,00,000	10 Points
2.	4,00,001-4,75,000	09
3.	4,75,001-5,50,000	08
4.	5,50,001-6,25,000	07
5.	6,25,001-7,00,000	06
6.	7,00,001-7,75,000	05
7.	7,75,001-8,50,000	04
8.	8,50,001-9,25,000	03
9.	9,25,001-10,00,000	02
10.	10,00,001-10,75,000	01
11.	10,75,001 and above	00

Contd...

3.2 In addition to the above, the dependent family member of the deceased employee, who has applied for Compassionate Appointment, shall get additional points as grace points in the following circumstances:

Sl. No.	Circumstances for additional Grace Points	Points
1.	In the event of Employee and his/her spouse (i.e. both parents), have expired	20
2.	In cases where the wife of deceased official has applied for compassionate appointment for herself	15
3.	If the dependent (wife) of the deceased official is differently-abled	03
4.	If the dependent (any family member) of the deceased official is differently-abled	05

3.3 Further, on the basis of the instruction issued by DoPT vide OM No. 14014/02/2012-Estt. D dated 16.01.2013, waiving of the time limit, the following merit points are to be awarded while considering the cases of the applicants whose applications for Compassionate Appointment are received late:

Sl. No.	Period after death of the official	Points
1.	Less than 02 years	10
2.	Between 02 and 03 years	07
3.	Between 03 and 05 years	05
4.	More than 05 years	03

4. While applying 100 points-scale parameters including the grace points and merit points mentioned at para 3.2 and 3.3 respectively, as mentioned above, if situation arrives that some candidates secure equal marks in merit and Cadre Controlling Authority is unable to decide the merit of such candidates then in such cases the Tie Braking Factor may be determined as under:

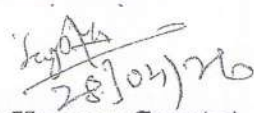
- (a) Available income per dependent i.e. total of first three financial parameters (Pension Annualized, total terminal benefits and annual income of earning members and income from property) divided by total number of dependents. The result with the less the available income per dependent will have the higher rank amongst the applicants whose scores had a tie.
- (b) In case of tie even after applying the factor of per dependent available income, then the left-over service of Government servant can be considered. Applicants related to Government Servant with higher left-over service would be considered over the one with lesser left-over service. In case of tie even then, the next factor can be No. of physically/mentally challenged dependents & unmarried daughter(s). In case of tie even then, the next factor can be age of the applicant, with elder applicant given preference.

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4.1 The tie breaking factor(s) in the order indicated above, should be used only to decide relative merit of the applicants scoring same points on 100-point scale including grace points and merit points at para 3.2 and 3.3 respectively and only if the applicants scoring same points cannot be accommodated against available vacancies.

5. The revised guidelines will take place with immediate effect. However, cases already considered by the Boards of Officers constituted for considering requests for Compassionate appointment as per the previous guidelines need not to be re-opened.

6. All the concerned are advised to strictly follow these weightage points and guidelines keeping in view of the instructions issued by the DoP&T/MoD, from time to time for assessing comparative merit of the applicants for compassionate appointment.


(Sunil Kumar Gupta)

Under Secretary to the Govt. of India

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