

Ministry of Defense
D(Lab)

Subject : Scheme for Compassionate appointment – Relative Merit Points and Revised Procedure for selection.

1. Reference DOP & T OM No 14014/6/94-Estt (D) dated 9-10-98 and subsequent modifications thereto with regard to the Scheme for Compassionate appointment.
2. DOP & T have prescribed a formal procedure and time limit to be adopted for compassionate appointment as brought in Para 12 and amendment thereto of the scheme under reference. The proforma given as Annexure to above reference provides adequate information regarding the overall circumstances of the family, to make a recommendation/decision regarding compassionate employment of the applicant. The procedure involved and the criteria to be adopted for ascertaining the economic status of the family of the Government servant and the eligibility of the candidate concerned has also been clearly brought out.
3. While considering cases for compassionate appointment, merits of the cases were conveniently decided by allotting points to the applicants based on various attributes as indicated in the Annexure to the MOD ID No. 271/93/D(Lab), dated 02 November 1993. After implementation of the Vth Pay Commission's recommendation, the points allotted to various aspects like family pension, terminal benefits etc have become redundant. Thereupon, the suggestions/opinion received from various Headquarters in response to MOD ID No. 824/D(Lab)/99 dated 12-7-99 have been considered and the competent authority has decided that the revised points based on a hundred point scale as indicated below be attributed to various parameters for a comparatively balanced and objective assessment of requests of really deserving candidates for compassionate appointment:-
 - a. Family Pension - (Basic excluding DA & Allowances)

i. Upto Rs. 1300	-	20
ii. 1301-1500	-	18
iii. 1501-1700	-	16
iv. 1701-1900	-	14
v. 1901-2100	-	12
vi. 2101-2300	-	10
vii. 2301-2500	-	8
viii. Above Rs. 2500	-	6
 - b. Terminal Benefits

i. Upto Rs. 100000	-	10
ii. 100001-120000	-	9
iii. 120001-140000	-	8
iv. 140001-160000	-	7
v. 160001-180000	-	6

vi.	180001-200000	-	5
vii.	200001-220000	-	4
viii.	220001-240000	-	3
ix.	240001-260000	-	2
x.	260001-300000	-	1
xi.	Above Rs. 300000	-	Nil
xii.			
xiii.	Above Rs. 2500	-	6
c.	Monthly income, of earning member(s) and income form property. (This does not include the monthly family pension/pension due to the death/MBO/missing of govt. servant, but any other pensions, income of all the family members (including earning members living separately) should be accounted)		
i.	No. income	-	5
ii.	Rs. 1000 or less	-	4
iii.	Rs. 1001 to 2000	-	3
iv.	Rs. 2001 to 3000	-	2
v.	Rs. 3001 to 4000	-	1
vi.	Rs. 4001 and above	-	Nil
d.	Movable/Immovable property (Latest Market Value in Rs.)		
i.	Nil	-	10
ii.	Upto 50000	-	8
iii.	50001-100000	-	6
iv.	100001-200000	-	3
v.	200001 and above	-	1
e.	No. of dependents		
i.	3 and above	-	15
ii.	2	-	10
iii.	1	-	15
f.	No. of unmarried daughters		
i.	3 and above	-	15
ii.	2	-	10
iii.	1	-	5
iv.	None	-	0
g.	No. of Minor Children		
i.	3 and above	-	15
ii.	2	-	10
iii.	1	-	5
iv.	None	-	0
h.	Left over Service		
i.	0-5 years	-	2
ii.	Over 5 & upto 10 years	-	4
iii.	Over 10 & upto 15 years	-	6
iv.	Over 15 & upto 20 y ears	-	8
v.	Over 20 years	-	10

4. The weightage fixed above is to be strictly followed for assessing comparative merit keeping in view the instructions issued by the DOP & T from time to time. Further all applications may be acknowledged immediately on receipt and decision of the Board of Officers (BOO) be communicated to the applicants after every sitting. The system of Waiting lists have already been discarded (Ref. DOP & T OM F. No. 14014/23/99-Estt. (D) dated 3-12-1999). The candidates are required to apply only once and the application if not recommended in the first BOO for want of vacancy, is to be considered afresh alongwith the fresh applicants by the BOO on three occasions consecutively and ensure that the final decision is communicated to the applicant by a detailed speaking order.
5. Moreover, it has been decided that the committee (BOO) for considering a request for appointment on compassionate grounds should take into account the position regarding availability of vacancy for such appointment and it should recommend 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, that too within in the ceiling of 5% meant for the purpose. This would ensure grant of compassionate appointment within a year.
6. These guidelines being meant for various HQrs/Subordinate Officers/IS Organisations of the Ministry of Defence, be brought to the notice of all concerned for information and strict compliance, so as to ensure appropriate action in all cases of compassionate appointment including cases coming up before the CAT/Courts

(Shingara Singh)
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To
Army HQrs/AG Branch/MP4 (Civ) (a)
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Air HQrs/PC-5

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M of DOD No. 19(4)/824-99/1998-D (Lab) dated 9th March 2001

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