



No. 3/1/2017-Adm.II

भारत सरकार

Government of India

विद्युत मंत्रालय

Ministry of Power

Shram Shakti Bhawan, Rafi Marg, New Delhi – 110001

Telephone No. 23715507: FAX No. 23717519

Dated: the 28.09.2022

Office Memorandum

Subject: Scheme for compassionate appointments revised internal instructions of relative merit points for selection-regarding.

The undersigned is directed to say that the object of the Compassionate appointment Scheme is to grant appointment on compassionate grounds to a dependent family member of a Government servant who died in harness or 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 from financial destitution and to help him/her get over the emergency.

2. 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 will be decided by allocating points to the applicants based on various attributes indicated in the references of DoPT from time to time. Accordingly, the Board has worked out a system of allocation of points for various attributes based on a hundred points scale as laid down in Annexure-I.

3. Keeping in view the administrative requirement in processing such applications for appointment on compassionate grounds, the Form, as in Annexure, may be used for ascertaining necessary information which consists three part as under:

Sl.No.	Part	Title
1.	A	Proforma for seeking compassionate appointment by dependents of Government servants deceased while in service or retired on medical ground (Annexure)
2.	B	To be filled by the office in which employment is proposed.
3.	C	Relative Merit Points Assessment on a 100-point scale for compassionate ground.(Annexure-I)

4. In case of a tie even after applying the factor of available income per dependent, the left-over service of Government servant can be considered. This is suggested as it is felt that longer the left-over service of the deceased, the more is the impact on the family. 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 number of physically/mentally challenged dependents & unmarried daughter(s). In case of tie even then, the next factor can be age of the applicant, where elder applicant is given preference.

5. 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 and only if the applicants scoring same points cannot be accommodated against available vacancies.

6. The weightage points system along with the instructions issued by the DoPT would be strictly followed for assessing comparative merit of the applicants for compassionate appointment within the Ministry of Power.

Encls.: As above

(Sanjay Kumar)

Under Secretary to the Government of India

To,

1. Notice Board, Ministry of Power.
2. NIC Ministry of Power for uploading on Ministry's website.
3. RTI Section for uploading at RTI portal.

PROFORMA REGARDING EMPLOYMENT OF DEPENDENTS OF GOVERNMENT SERVANTS DYING WHILE IN SERVICE/RETIRED ON INVALID PENSION

PART-A

1.	(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 ground	
	(f)	Total length of Service rendered	
	(g)	Whether permanent or temporary	
	(h)	Whether belong 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 Qualification	
	(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)	Death-cum- Retirement Gratuity (DCRG)	
	c)	GPF Balance	
	d)	Life Insurance Policies (including Postal Life Insurance)	
	e)	Movable and immovable properties & annual income earned therefrom by the family.	
	f)	CGE 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 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 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 fulfills the requirement 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/retire 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).		

Annexure-I

RELATIVE MERIT POINTS SYSTEM FOR ALLOCATION OF POINTS FOR VARIOUS ATTRIBUTES OF APPLICANT FOR COMPASSIONATE APPOINTMENT IN MINISTRY OF POWER BASED ON 100 POINT

PART-C

I. Monthly Basic-Family Pension received under CCS (Pension) Rules, 1972/National Pension System - (20 points)

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

II. Lump sum amount received by the family on death of Govt. Servant (i.e. DCRG,GPF/PPF A/C balance). Leave Encashment, CGEGIS, LIC/PLI etc.)/Lump sum Amount received under NPS etc. - (10 points)

Sl.No.	Description	Points
1.	Upto Rs. 1000000	10
2.	Rs. 1000001-1200000	09
3.	Rs. 1200001-1400000	08
4.	Rs. 1400001-1600000	07
5.	Rs. 1600001-1800000	06
6.	Rs. 1800001-2000000	05
7.	Rs. 2000001-2200000	04
8.	Rs. 2200001-2400000	03
9.	Rs. 2400001-2600000	02
10.	Rs. 2600001-2800000	01
11.	Rs. 2800001 and above	00

III. Annual income from movable/immovable property as well as Annual income earned by other member(s) of the family. - (05 points)

Sl.No.	Description	Points
1.	NIL	05
2.	Rs.1-10500	04
3.	Rs.105001-135000	03
4.	Rs.135001-165000	02
5.	Rs.165001-195000	01
6.	Rs.195001 and above	00

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IV. Movable/immovable property of the family (Latest market value) including fixed deposit/bank balance etc. but excluding the lump sum amount received as mentioned in (Sl.No. II) above. -(10 Points)

Sl.No.	Description	Points
1.	NIL	10
2.	Upto Rs 500000	08
3.	Rs. 500001-1000000	06
4.	Rs. 1000001-1500000	04
5.	Rs. 1500001-2000000	02
6.	Rs. 2000001 and above	00

V. Age of the applicants (to be taken as on 1st January of the particular year in which application is being considered). -(5 points)

Sl.No.	Description	Points
1.	18-20	02
2.	21-25	03
3.	26-30	04
4.	31 and above	05

VI. Number of minor children. -(10 points)

Sl.No.	Description	Points
1.	1	05
2.	2 and above	10

VII. Left-over service. -(10 points)

The applicant with the highest amount of left over service will be given the maximum 10 points and the other applicants will be given proportionately less marks based on their lower amount of left over service.

VIII. Pendency of case since date of application -(30 points)

For every evaluation, the applicant with longest pending application will be given 30 points and the other applicants will be given proportionately less marks based on their lower pendency of the application.