

**F.No.A.12012/52/2018-Ad.III.B**  
Government of India  
Ministry of Finance  
Department of Revenue  
Central Board of Indirect Taxes & Customs  
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Gr. Floor, Hudco Vishal Building,  
Bhikaji Cama Place, RK Puram, New Delhi-66,  
Dated the 15<sup>th</sup> 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**

<b>Sl.No.</b>	<b>PARAMETER</b>	<b>POINTS ALLOTTED TO THE PARAMETER</b>	<b>POINTS SCORED BY THE CANDIDATE</b>
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	
	<b>TOTAL</b>	<b>100</b>	