

No. A-12012/2/2021-ESTABLISHMENT-D
Government of India
Ministry of Commerce and Industry
Department for Promotion of Industry and Internal Trade
(Establishment-D: Group D, R&I Section)

Udyog Bhawan, New Delhi.

Dated: 15.02.2023

OFFICE MEMORANDUM

Subject: Scheme for Compassionate Appointment – Relative Merit Points System – reg.

The undersigned is directed to say that DoP&T vide O.M. No.14014/1/2022-Estt.(D) dated 02.08.2022 has circulated master circular on scheme for compassionate appointment. The objective 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.

2. In order to bring transparency and objectivity in dealing with Compassionate Appointment cases, the Competent Authority in this Department has decided for merit-based assessment of such applications by allocating points to the applicants, based on various attributes. Accordingly, the competent authority has approved a Relative Merit Point System for assigning weightage to various attributes of the applicant for compassionate appointment to the post of MTS in this Department based on a 100 points-scale (**Anneuxre-I**).

Encl.: Annexure-I


(Santosh Prasad)

Under Secretary to the Government of India

To

1. E-office Notice Board
2. NIC, DPIIT with request to upload it along with Annexure-I on the official website of DPIIT at <https://dpiit.gov.in/disclosure> under 'publication'.

Table for allocation of points for various attributes based on a point-scale for Compassionate Appointment to the post of Multi Tasking Staff (MTS) in Department for Promotion of Industry and Internal Trade (Proper), M/o Commerce & Industry.

1. Basic initial Family Pension per month as per PPO

(15 points)

Slab for Basic Family Pension (in Rs.)				
Sl. No.	For pre - 01.01.2006 deceased employees cases	For 01.01.2006 to 31.12.2015 deceased employees cases	For 01.01.2016 and onward deceased employees cases	Merit/ Weightage Points
1.	Up to 1300	Up to 3500	Upto 9,000	15
2.	1301-1500	3501-4500	9,001 – 11,500	14
3.	1501-1700	4501-5500	11,501 – 14,000	13
4.	1701-1900	5501-6500	14,001 – 16,500	12
5.	1901-2100	6501-7500	16,501 – 19,000	11
6.	2101-2300	7501-8500	19,001 – 21,500	10
7.	2301-2500	8501-9500	21,501 – 24,000	09
8.	2501 and above	9501 and above	24,001 – 26,500	08
9.	--	--	26,501 – 29,000	07
10.	--	--	29,001 – 31,500	06
11.	--	--	31,501 & above	05

2. Terminal Benefits i.e. Lump sum amount received by the family on death of Govt. servant (i.e. DCR Gratuity, GPF/Lump sum amount under NPS, LIC/PLI, CGEGIS, Leave Encashment etc.)

(10 Points)

Slab for Terminal Benefits (in Rs.)				
Sl. No.	For pre - 01.01.2006 cases	For cases from 01.01.2006 to 31.12.2015	For 01.01.2016 and onwards cases	Merit/ Weightage Points
1.	Upto 1,00,000	Upto 4,00,000	Upto 10,00,000	10
2.	1,00,001 – 1,20,000	4,00,001 – 4,75,000	10,00,001 – 11,87,500	09
3.	1,20,001 – 1,40,000	4,75,001 – 5,50,000	11,87,501 – 13,75,000	08
4.	1,40,001 – 1,60,000	5,50,001 – 6,25,000	13,75,001 – 15,62,500	07
5.	1,60,001 – 1,80,000	6,25,001 – 7,00,000	15,62,501 – 17,50,000	06
6.	1,80,001 – 2,00,000	7,00,001 – 7,75,000	17,50,001 – 19,37,500	05
7.	2,00,001 – 2,20,000	7,75,001 – 8,50,000	19,37,501 – 21,25,000	04
8.	2,20,001 – 2,40,000	8,50,001 – 9,25,000	21,25,001 – 23,12,500	03
9.	2,40,001 – 2,60,000	9,25,001 – 10,00,000	23,12,501 – 25,00,000	02
10.	2,60,001 – 3,00,000	10,00,001 – 10,75,000	25,00,001 – 26,87,500	01
11.	3,00,001 & above	10,75,001 & above	26,87,501 & above	00

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3. Annual income of the earning family members (other than family pension) (Updated not before 90 days from 1st of the month in which the meeting will be held)

(3 Points)

Sl. No.	Annual Income (in Rs.)	Merit/ Weightage Points
1.	0 – 50,000	03
2.	50,000 – 1,00,000	02
3.	1,00,001 - 2,00,000	01
4.	2,00,001 & above	00

4. Loan and Liabilities of deceased government servant from Financial Institutions and Registered Societies (with documentary proof) (updated not before 90 days from 1st of the month in which the meeting will be held)

(2 Points)

Sl. No.	Amount of Loan/Liabilities (in Rs.)	Merit/ Weightage Points
1.	Upto 1,00,000	00
2.	1,00,001 – 5,00,000	01
3.	5,00,001 & above	02

5. Movable + Immovable Property of the family members of the deceased government servant (updated not before 90 days from 1st of the month in which the meeting will be held)

(5 Points)

Sl. No.	Particulars	Merit/ Weightage Points
1.	Moveable and immovable property of value upto Rs. 10,00,000/-	05
2.	Moveable and immovable property of value from Rs. 10,00,001/- to Rs. 15,00,000/-	04
3.	Moveable and immovable property of value from Rs. 15,00,001/- to Rs. 20,00,000/-	03
4.	Moveable and immovable property of value from Rs. 20,00,001/- to Rs. 25,00,000/-	02
5.	Moveable and immovable property of value from Rs. 25,00,001/- to Rs. 30,00,000/-	01
6.	Moveable and immovable property of value Rs. 30,00,001/- and above	00

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6. Leftover service of the deceased Government Servant

(10 Points)

Leftover service of the deceased	Merit/ Weightage Points	Leftover service of the deceased	Merit/ Weightage Points
Upto 3 years	01	Upto 18 years	06
Upto 6 years	02	Upto 21 years	07
Upto 9 years	03	Upto 24 years	08
Upto 12 years	04	Upto 27 years	09
Upto 15 years	05	Upto 30 years	10

7. Number of dependants of the deceased government servant (Updated not before 90 days from 1st of the month in which the meeting will be held)

(10 Points)

Sl. No.	No. of Dependants of deceased government servant	Merit/ Weightage Points
a.	Upto 2	03
b.	3	05
c.	4 & above	07
	If any of the dependant family members of the deceased government servant have physical or mental disability of 40% or more (Certificate from competent authority is required to claim the points)	03 (extra points in addition to above 3 categories i.e. 'a', 'b', 'c')

8. Number of Dependant minor children of deceased government servant (Updated not before 90 days from 1st of the month in which the meeting will be held)

(10 Points)

Sl. No.	No. of minor (less than 18 years) children	Merit/ Weightage Points
1.	01	05
2.	02 & above	10

9. Number of unmarried daughters (of age 14 years or above) of deceased government servant (Updated not before 90 days from 1st of the month in which the meeting will be held)

(15 Points)

Sl. No.	No. of unmarried daughters of deceased government servant	Merit/ Weightage Points
1.	01	08
2.	02 & above	15

10. Whether any male adult (18 years or above) is available in family of deceased government servant (Updated not before 90 days from 1st of the month in which the meeting will be held)

(10 Points)

Sl. No.	Number of male adult (18 years or above) family member	Merit/ Weightage Points
1.	Nil	10
2.	01 & above	00
	If all the adult male family members have physical or mental disability of 40% or more	10

11. Number of years lapsed after the death of Government Servant (as on 1st of the month in which meeting for considering applications for compassionate appointment is held)

(10 Points)

Sl. No.	No. of Years lapsed after the death of Government Servant	Merit/ Weightage Points
1.	0 years - less than 2 years	10
2.	2 years - less than 5 years	5
3.	5 years - less than 8 years	3
4.	8 years - less than 10 years	1
5.	10 years or more	0

12. 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:

S. 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

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13. While applying above parameters, if situation arises that some candidates secure equal marks and it is difficult to decide the merit of such candidates, then in such cases, **Tie-Breaking Factor** can be determined as under:-

i) Available income per dependent i.e. total of first three financial parameters mentioned in Point no. 1, 2 and 3 above (Pension-annualized, total terminal benefits and annual income of earning members), divided by total number of dependents. The result with the lesser available income per dependent will have the higher rank amongst the applicants whose scores had a tie.

ii) 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 the number of physically/mentally challenged (40% or more) dependants & unmarried daughter (s). In case of tie even then, the next factor can be the age of the applicant, with elder applicant given preference.

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