

Nirman Bhawan, New Delhi
Dated: 23rd September 2022

OFFICE MEMORANDUM

Subject: Scheme for compassionate appointment- Relative Merit Points System and revised Procedure for selection in O/o Development Commissioner (MSME) and its subordinate offices.

The objective of the scheme is to grant appoint 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. It is to relieve the family of the concerned Government servant from financial destitution and to help him/her get over the emergency.

2. Keeping in view the objective of the scheme the existing instruction of DoPT relating to compassionate appointment have time and again been reviewed/modified/simplified so that the system be more transparent, efficient and uniform in nature.

3. The efficacy of the scheme is based on its transparency. It is this aspect, which is foremost and hence while considering a request for appointment on compassionate grounds by a Committee, a balanced and objective assessment of the financial condition of the family has to be made taking into consideration its assets & liabilities and all other relevant factors such as the presence of earning member(s), size of family, age of the children and the essential needs of the family etc. This is done to assess the degree of the indigence among all the applicants considered for compassionate appointment within the prescribed ceiling of 5 % of the direct recruitment vacancies.

4. The existing position has been reviewed and it has been decided by the Competent Authority that to achieve the objective of the scheme for 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 DoPT from time to time.

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Accordingly, relative merit points system for assigning weightage to various attributes of the applicant for compassionate appointment has been worked out based on a hundred point-scale as laid down in Annexure-I.

5. An applicant once considered for making compassionate appointment/disposed off will not be considered again, automatically in future. However, candidates willing to be considered again are free to apply again afresh for consideration of their application for compassionate appointment in the next round.

6. This issued with the approval of the Competent Authority.

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(Pankaj Kumar Jha)
Deputy Director (Admin)
Tel No 011 23061436

Encl: Annexure-I

To,
All DFOs/Br. DFOs/TCs/TSs

Copy To.

1. PPS to AS & DC (MSME)
2. PPS to DDG
3. PPS to ADC(Admn)
4. PA to DS (HR), M/o MSME
5. PA to Director(AL)
6. PA to US (IFE-2)
7. SENET Cell for hosting on the Office Website

**RELATIVE MERIT POINTS SYSTEM FOR ALLOCATION OF POINTS FOR
VARIOUS ATTRIBUTES OF APPLICANT FOR COMPASSIONATE
APPOINTMENT IN O/O DEVELOPMENT COMMISSIONER (MSME) AND ITS
SUBORDINATE OFFICES. BASED ON 100 POINT SCALE.**

1. Family Pension (Basic excluding DA & Allowance) - (20 Points)

SI. No.	Slabs	Weightage Points
1	Up to 10,000	20
2	10,001 – 13,000	18
3	13,001- 16,000	16
4	16,001- 19000	14
5	19,001- 22,000	12
6	22,001- 25000	10
7	25,001- 28,000	08
8	28,001- 31,000	06
9	31,001- 34,000	04
10	34,001 – 37,000	02
11	37,001 & above	00

2. Terminal benefits i.e. Lump sum amount received by the family on death of Government servant (i.e. DCR Gratuity, GPF/Lump sum amount under NPS, LIC/PLI, CGEGIS, Leave encashment etc.) - (10 Points)

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	3,00,000 & Above	00

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