

**Appointment on Compassionate Ground in Department of Telecommunications (HQ)**

The proposal for appointment on compassionate grounds, of the dependent family member of a government servant who died in harness or retired on medical grounds, in Department of Telecommunications (HQ) is under process.

2. As per the guidelines of Department of Personnel and Training appointment on compassionate ground can be made upto a maximum of 5% vacancies falling under direct recruitment quota in any Group 'C'. Accordingly, the total number of vacancies to be filled under compassionate grounds for the vacancy year 2018-2021 (four years) in this department has been calculated as **three (03)**.

3. The total of 22 prima facie eligible applicants, as per available records, were assessed by the Compassionate Appointment Committee for assigning the Merit Points on the basis of Merit Point Scheme formulated by Department of Telecommunications as per instruction/guidelines issued by Department of Personnel and Training (Annexure-I).

4. The Committee evaluated all the information submitted by the applicant in application form and the Physical Verification Report of Welfare Officer in terms of merit points system. The Minutes of meeting (including points awarded by the Committee on each parameter) is attached herewith for perusal and information of all concerned at Annexure-II and Annexure-III.

5. It may be noted that Committees recommendations do not by themselves constitute an offer of or approval for offering of appointment on Compassionate grounds.

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No. A-12012/01/2021-Admn.III  
Government of India  
Ministry of Communications  
Department of Telecommunications

Sanchar Bhawan, 20, Ashoka Road  
New Delhi-110001

Dated: 01.07, 2022

**OFFICE MEMORANDUM**

**Subject: Scheme for compassionate appointment - Relative Merit Points System and Procedure for selection in Department of Telecommunication.**

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 their 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 them 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 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 DOP&T from time to time. Accordingly, the Departmental Committee, constituted for this purpose, has worked out a relative merit points system for assigning weightage to various attributes of the applicant for compassionate appointment based on a hundred point-scale as laid down in Annexure-I.
4. While applying 100 points scale parameters, as mentioned in Annexure-I, if situation arises that some candidates secure equal marks in merit and Cadre Controlling Authority is unable to decide the merit of such candidates. In such cases the tie breaking factor can be applied as follows:
  - i) Per dependent available income i.e., total of Annual Family Pension divided by total number of dependents. The lesser the per dependent available income, the higher the rank amongst the applicants whose scores had a tie.
5. The tie breaking factor(s) 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. Keeping in view the administrative requirement in processing such applications for appointment on compassionate grounds, the Form as in Annexure-II may be used for ascertaining necessary information which consists three part as under:

S.No.	Proforma	Title
1	A	Form for seeking Compassionate appointment by dependents of Government servants deceased while in service or retired on medical grounds.
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 appointment.

7. The system of weightage not only awards objectivity to the entire method but also ensures complete transparency and uniformity in the selection process. Henceforth, weightage points system along with the instructions issued by the DoP&T would be strictly followed for assessing comparative merit of the applicants for compassionate appointment.

8. This issues with the approval of Secretary(T).



(Arvind Kumar Jha)

Under Secretary to the Govt. of India

Ph. No. 011 -2303 6210

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Encl. : As above.

Copy to:

1. Welfare Officer, DoT, New Delhi.
2. DDG(C&A), DoT; DG(T), DoT; Administrator (USOF), DoT; CGCA, DoT; Director(WMO); US(SEA), DoT
3. RTI Section - for uploading at RTI portal
4. Director(IT) – for uploading at DoT website.
5. OL Section, DoT, New Delhi - for Hindi translation.

**ANNEXURE-I**

**RELATIVE MERIT POINTS SYSTEM FOR ALLOCATION OF POINTS FOR VARIOUS ATTRIBUTES OF APPLICANT FOR COMPASSIONATE APPOINTMENT IN DEPARTMENT OF TELECOMMUNICATIONS BASED ON 100 POINT SCALE FOR PART-C OF ANNEXURE-II**

**1. Income of the Family - (Total 40 Points)**

**i) Family Pension/Pension# (Basic including DA)**

- (20 Points)

S. No.	Slabs	Weightage Points
1	Up to 10,000 + DA*	20
2	10,001 - 13,000 + DA*	18
3	13,001 - 16,000 + DA*	16
4	16,001 - 19,000 + DA*	14
5	19,001 - 22,000 + DA*	12
6	22,001 - 25,000 + DA*	10
7	25,001 - 28,000 + DA*	08
8	28,001-31000 + DA*	06
9.	31,001-34,000 + DA*	04
10.	34,001 & above + DA*	02

Note: To be verified from service records and certified by respective Administration of the Government Servant.

\*as on 31st December of the previous year for appointment cycle beginning on 1st January of a year.

#Pension only in respect of specific medically invalidated employees covered under DoPT's OM No. 14014/02/2012-Estt.(D) dated 16.01.2013

**ii) Terminal benefits i.e. Lump sum amount received by the family on death of Government Servant (i.e DCR Gratuity, GPF/PPF A/C balance, CGEGIS, Leave encashment) (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
10,00,001-13,00,00	4,50,001-5,25,000	1,00,001-1,20,000	09
13,00,001-16,00,000	5,25,001-6,00,000	1,20,001-1,40,000	08
16,00,001-19,00,000	6,00,001-6,75,000	1,40,001-1,60,000	07
19,00,001-22,00,000	6,75,001-7,50,000	1,60,001-1,80,000	06
22,00,001-25,00,000	7,50,001-8,25,000	1,80,000-2,00,000	05
25,00,001-28,00,000	8,25,001-9,00,000	2,00,001-2,20,000	04
28,00,001-31,00,000	9,00,001-9,75,000	2,20,001-2,40,000	03
31,00,001-34,00,000	9,75,001-10,50,000	2,40,001-2,60,000	02
34,00,001-37,00,000	10,50,001-11,25,000	2,60,001-3,00,000	01
37,00,001 & Above	11,25,001 & Above	3,00,001 & Above	00

Note: To be verified from service records and certified by respective Administration of the Government Servant.

**iii). Income Apart from Service Benefits - Annual income from Movable/Immovable property as well as annual income earned by the other member(s) of the family - (10 Points)**

S. No.	Annual Income	Weightage Points
1.	Nil	10

*[Handwritten Signature]*

2.	1 - 1,25,000	08
3.	1,25,001 - 1,50,000	06
4.	1,50,001 - 1,75,000	04
5.	1,75,001 - 2,00,000	02
6.	2,00,001 & Above	00

Note: To be verified from the documents (like, bank statement, ITR, certificate from Revenue Authorities) and affidavit produced by the applicant and verified by respective Administration of the Government Servant.

2. **Movable/Immovable Assets/Property of the family (Latest Market Value) including fixed Deposit/Bank Balance, other investments, LIC claim etc. (excluding Service Benefits received as mentioned in point 1(iii) above) - (05 Points)**

S. No.	Slab	Weightage Points
1.	Nil	5
2.	Up to 10,00,000	4
3.	10,00,001 - 20,00,000	3
4.	20,00,001 - 30,00,000/-	2
5.	30,00,001 - 40,00,000/-	1
6.	40,00,001 & Above	0

Note: To be verified from service records, the documents / affidavit / certificate from Revenue/ Municipal Authorities / concerned departments etc. produced by the applicant and verified by respective Administration of the Government Servant.

3. **Loans (from Banks/Financial Institutes)/ Debts outstanding against the family - (10 Points)**

S. No.	Slab	Weightage Points
1.	Up to 5,00,000	2
2.	5,00,001 - 10,00,000	4
3.	10,00,001 - 15,00,000	6
4.	15,00,001 - 20,00,000/-	8
5.	20,00,001 & Above	10

4. **Left over service of deceased/ Medically Invalidated Employee\*\* (10 Points)**

Left overservice of deceased	Weightage Points	Left overservice of deceased	Weightage Points
Upto 02 years	01	> 10 < 12 years	06
> 02 < 04 years	02	> 12 < 14 years	07
> 04 < 06 years	03	> 14 < 15 years	08
> 06 < 08 years	04	> 15 years	10
> 08 < 10 years	05		

Note: To be verified from service records and certified by the respective Administration of the Government Servant.

\*\* Medically invalidated in terms of DoPT's OM No. 14014/02/2012-Estt.(D) dated 16.01.2013

5. **Time period since death or retirement on medical grounds\*\* of Government Servant (Immediate relief) - (10 Points)**



S. No.	Time period since death or retirement on medical grounds of Government Servant	Weightage Points
1.	0 - 1 years	10
2.	1 - 2 years	08
3.	2 - 3 years	06
4.	3 - 5 years	04
5.	5 years & above	02

Note: To be verified from service record by the respective Administration of the Government Servant.

\*\* Medically invalidated in terms of DoPT's OM No. 14014/02/2012-Estt.(D) dated 16.01.2013

6. **No. of Dependents (other than minor children) - (05 Points)**

S. No.	No. of Dependents	Weightage Points
1.	Upto 2	02
2.	Three and above	05

Note: To be verified from service records and certified by the respective Administration of the Government Servant.

7. **Minor children of deceased Government servant - (10 Points)**

S. No.	No. of Minor Children	Weightage Points
1.	01	05
2.	02 & Above	10

Note: To be verified from service records and certified by the respective Administration of the Government Servant.

8. **Dependent, Physically and mentally challenged (without age limit) (10 Points)**

Note: To be verified from service record, single status certificate / affidavit notarized by District Magistrate or Sub-Divisional Magistrate produced by the applicant and verified by respective Administration of the Government Servant. The disability as defined by DoPT for reservation for persons with Disabilities from time to time for appointment in Central Government will be ensured. Related certificates to be obtained accordingly.

General Note:

1. In addition to the above, cases where the widow of deceased employee / wife of employee who has retired on medical ground has applied for compassionate appointment for herself, she shall get 10 additional points as grace points. This will be in line with the general principle that the widow / wife needs to be given preference for compassionate appointment.
2. In addition to the above, cases where the deceased employee / employee who has retired on medical ground was working in essentially manual posts of MTS, Canteen Staff (Kitchen and washing) and Staff Car Driver/Dispatch Rider an additional 05 points as grace points shall be given.
3. The cases already considered by the Ministry / Department constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be opened.

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Department of Telecommunications

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In reference to the Department's OM No. A-12012/1/2020-Admn.III dated 23/5/2023, the report of the Compassionate Appointment Committee is enclosed.

S. Bandopadhyay  
(S. Bandopadhyay)  
Director (Coord.)

~~US(Admn.III)~~

~~08/06/2023~~

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**Report of the Compassionate Appointment Committee constituted for assessing the suitability of the applicants for appointment on compassionate grounds.**

The Compassionate Appointment Committee constituted vide OM No. A-12012/1/2020-Admn.III dated 23.05.2023 comprising below mentioned officers met on 25<sup>th</sup> May, 2023, 26<sup>th</sup> May, 2023 and 6<sup>th</sup> June, 2023 to assess the suitability of 22 applicants for appointment on compassionate grounds against 3 Group 'C' vacancies earmarked under 5% DR vacancies for the years 2019 to 2021.

- (i) Sh. Soumitra Bandyopadhyay, Director --- **Chairperson**
- (ii) Sh. Raju Lal Meena, Deputy Secretary - **Member**
- (iii) Sh. Chhatra Mani, Deputy Secretary -- **Member**

2. The applications of all the 22 applicants in the prescribed format along with their present financial status and the reports of physical verification submitted by the Welfare Officer of the Department in respect of the families of the applicants were placed before the Committee.

3. The Committee examined all the available records and considered the overall financial status of the applicants in terms of their liabilities vis-a-vis the resources available with these families. Accordingly, the Committee assigned the merit points against each parameter defined in the Scheme for compassionate appointment issued by DoT vide OM No. A-12012/01/2021-Admn.III dated 01.07.2022 on the basis of the available inputs/reports. It is pointed out that for some of the applicants the Pension/Family Pension as per 7<sup>th</sup> CPC were not available and the same have been taken from the last Compassionate Appointment Committee report dated 27.12.2017. The figures may, however, be re-verified, if required.

4. It was reported by Admn. Branch that there are 3 vacancies in Group 'C' earmarked for appointment on compassionate grounds. On the basis of merit points assigned, the following 3 applicants are being recommended for appointment on compassionate appointment (applicants scoring the highest points):

- i) Smt. Bimla, wife of Late Sh. Joginder, MTS (TEC); DoD 02.04.2021
- ii) Smt. Sapna, wife of Late Shri Surjeet Singh, Ex-MTS DoD: 03.04.2014
- iii) Smt. Kalpana, wife of Late Sh. Mohit Kumar Rao, ex-JWO, WPC Wing, Delhi; DoD: 28.04.2021

5. As per DoPT guidelines issued vide OM No. 14014/1/2022-Estt.(D) dated 02.08.2022, the selected applicant has to give an undertaking of "Maintenance of the family of deceased employee". In this regard, the Committee observed the following from the records made available:

a) Smt. Amandeep Kaur, wife of Late Sh. Nitesh Kumar, MTS DOD:16.5.2021 - As per Verification Report of the Welfare Officer (DoT), the applicant has mentioned that she does not know the where-about of the deceased's mother. Further, Admn. Section has recorded that at the time of death of Shri Nitesh Kumar, there was no dependent family members. However, nomination in respect of his mother is

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available. Later, Smt. Amandeep Kaur intimated Admn. Section that she has married Shri Nitesh Kumar a few days before the demise of the official and therefore, keeping in view the available information, Ms. Amandeep Kaur was taken as family /spouse of Late Shri Nitesh Kumar. Ms. Amandeep Kuar has also given undertaking/affidavit that her mother-in-law is not dependent upon her. It is also noted Smt Amandep Kaur is having an annual income of Rs.3,95,000/- and her mother- in law is a Govt pensioner ;

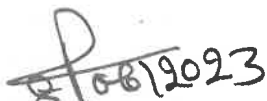
b) Smt. Kalpana, Wife of Late Sh. Mohit Kumar Rao, ex-JWO, WPC Wing, Delhi; DoD: 28.04.2021 - As per Verification Report of the Welfare Officer (DoT), there is a dispute between applicant and the mother of deceased employee (who is also the dependent family member of deceased family). Mother of the deceased has given a written statement that the applicant (Smt. Kalpana deceased's wife) does not support her and no financial help is being provided to her by the applicant.

These observations may appropriately be taken care of in terms of the extant guidelines.

6. The Committee further observed that both Smt. Amandeep Kaur wife of Late Sh. Nitesh Kumar, MTS and Smt. Kalpana, Wife of Late Sh. Mohit Kumar Rao, ex-JWO, WPC Wing, Delhi have scored 65 merit points each. As per DoT OM No. A-12012/01/2021-Admn.III dated 01.07.2022, in such cases, breaking factor i.e. per dependent available income i.e. total of Annual Family Pension divided by total number of dependents has to be applied. The tabulation below shows the details of Annual Family Pension, total number of dependents and per dependent available income in respect of the two applicants:

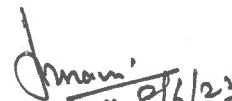
Name	Annual Family Pension (Rs.)	Total No. Of Dependents	Per Dependent available income (Annual) [Rs.]
Ms. Kalpana	232200 (FP -19350 pm)	2	116100
Smt Amandeep Kaur	175800 (FP - 14650 pm)	1	175800

7. Since Smt. Kalpana is having Per dependent available income of Rs. 116100/- (Annual) against Per dependent available income of Rs. 175800/- (Annual) of Smt. Amandeep Kaur, the preference will be given to Smt. Kalpana.



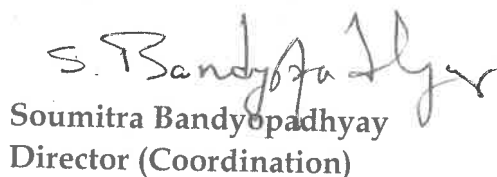
Raju Lal Meena

Deputy Secretary (SR & Estates)



Chhatra Mani

Deputy Secretary (PSA)

  
Soumitra Bandyopadhyay  
Director (Coordination)

8.6.2023

S. No.	Applicant No.	Name of the applicant and his/her relationship with the deceased employee	Name and Designation of the deceased employee (Date of Date)	Merit points	Break-up of Merit Point										Remarks		
					Income of the Family			Movable/Immovable assets/Property of the family (Latest Market Value) including fixed Deposit/Bank Balance, other investments, LIC claim etc. (excluding the lump-sum amount received)	Loans (from Banks/financial institutions/Debtors)	Left over service of deceased	Time period since death or retirement	No. of Dependents (other than minor child ren)	Minor Children of deceased	Dependent Physically and mentally men tally challenged (withhout age limit)		Other Points	Employee was working in the post of MTS, Cant Staff and SCD/Dispatch Rider
1	35	Smt. Bimla, Wife	Late Sh. Joginder, MTS (TEC); DoD 02.04.2021	83	14 (17500 + DR)	5 (22.37 lac)	10	4	2	7	6	5	5	10 (40 % per man ent disabilit y - son)	10	5	

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2	16	Smt. Sapna, Wife	Late Shri Surjeet Singh, Ex-MTS DoD: 03.04.2014	69	**16 (13400+DR)	**10 (3.91 lac)	10	2	2	10	2	2	0	0	10	5	
3	37*	Smt. Kalpana, Wife	Late Sh. Mohit Kumar Rao, ex-JWO, WPC Wing, Delhi; DoD: 28.04.2021	65	12 (19350+DR)	10 (9.07 lac)	10	3	2	10	6	2	0	0	10	0	*Dispute between wife and mother of deceased Per dependent (monthly) Income 9675 (19350/2)
4	41^^	Smt. Armandeep Kaur, wife	Late Sh. Nitesh Kumar, MTS DOD: 16.5.2021	65	16 (14650+DR)	9 (11.60 lac)	0	5	2	10	6	2	0	0	10	5	^^The applicant does not know about the whereabouts of mother of the deceased. Per dependent (monthly) Income 14650 (14650/1)
5	7	Shri Deven, Son	Late Shri Balbir Singh, Ex-Lab Attendant/ MTS DoD: 11.03.200	62	**20 (9000+DR)	**10 (3.27 lac)	10	4	2	4	2	5	0	0	0	5	Per dependent (monthly) income 3000 (9000/3)

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10	38	Sh. Diiip Kumar, Son	Late Sh. Pramod Ram, MTS, DoT; DoD 30.03.2021	56	14 (18750 + DR)	7 (18.43 lac)	10	4	2	3	6	5	2	0	0	0	5	Per dependent (monthly) income 4687.50 (18750/4)
11	9	Shri Arvind Kumar Rana, Son	Late Shri Lallan Prasad Rana, Ex-MTS/Peon DoD: 15.02.2012	56	**20 (9000+DR)	**7 (6.56 lac)	10	5	2	3	2	2	0	0	0	5	Per dependent (monthly) income 9000 (9000/1)	

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2 [wife, 1 married (applicant) son and 2 married

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12	10	Shri Chin Thian Vung, wife	Late Shri H. Chinlanthang, Ex-Assistant DoD: 05.12.2011	55	14** (16080+D R)	0** (12.11 lac)	10	4	2	8	2	5	0	0	10	0	Per dependent (monthly) income 5360 (16080/3)
13	4	Smt. Renu, Wife	Late Shri Chandu Ram, Ex-Staff Car Driver DoD: 15.09.2013	55	**12 (20200+D R)	**0 (14.57 lac)	10	4	2	5	2	5	0	0	10	5	Per dependent (monthly) income 6734 (20200/3)
14	32	Sh. K. Kannan, Son	Late Sh. K. Shakti Vel, Canteen employee (TEC) DoD: 21.11.2019	52	14 (18050+ DR)	6 (21.36 Lac)	10	5	2	4	4	2	0	0	0	5	(excl uding married son/ applicant)

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15	14	Smt. Savitri Devi, Wife	Late Shri Ramesh Kumar, Ex- SCD, TEC DoD: 17.12.2015	51	**12 (19600+D R)	**0 (14.5 lac)	10	5	2	3	2	2	2	0	0	10	5	
16	11	Smt. Krishna Kaushik, Wife	Late Shri Subhash Chandra Kaushik, Ex- AD(MM), TEC DoD: 05.10.2010	50	**14 (18990+D R)	**0 (24 lacs)	10	2	2	5	2	5	2	0	0	10	0	Per dependent income 6330 (18990/3)
17	34	Smt. Anju Mehrotra, Wife	Late Sh. Sanjay Mehrotra, ex- ASO, DoT DoD: 21.05.2021	44	8 (27600+ DR)^	0 (72.59 lac)	10	0	2	3	6	5	0	0	0	10	0	^separate basic pay not mentioned (total 38088, taking DA as 38% Family Pension comes to 27600/-
18	13	Smt. B. Vijayl akshmi, Wife	Late Shri N. Baskaran, Ex- Assistant DoD: 18.03.2011	41	16** (13470+ DR)	0** (13 lac)	0 (son is earning Rs. 75000/- p.m.)	3	2	6	2	2	0	0	0	10	0	

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19	33	Ms. Devika daughter	Late Sh. Narinder Kumar (ex-PPS), DoT DoD: 6.5.2021	27 ##Not Eligible	2 (41650 + DR)	2 (31.26)	10	1 (30.14 lac)	2	2	6	2	0	0	0	0	0	# The date of marriage of the applicant (daughter) is 17.02.2018. The officer died on 6.5.2021. The applicant was not dependent on the deceased officer at the time of death of the officer. Hence, the applicant is not eligible.
20	31	Ms. Pushpanjali, Daughter	Late Shri. Narendra Parkash, ADG DoD: 5.3.2021	24	2 (49750 + DR)	2 (32.84 + GPF)	10	0 (Value of house Rs. 60lakh approx)	2	1	6	1	0	0	0	0	0	(excl uding married daughter)
21	23	Ms. Sonia, daughter (Initial applicant Sh. Deepak Dhawan expired on 20.09.2020)	Late Shri Ganesh Dass Dhawan, Ex-Private Secretary DoD: 30.10.2019	22 ##Not Eligible	2 (41200 + DR)	0 (75.76 lac)	10	0	2	3	4	1	0	0	0	0	0	#Applicant has a son whose DoB is 28.5.2017. The date of marriage of the applicant (daughter) is not available. The officer died on 20.09.2020. It appears that the applicant was not dependent on the deceased officer at the time of death of the

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officer. Hence,  
the applicant is  
not eligible.

22	26	Sh. Ashish, Son	Late Shri P. Sarath Babu, ITS, Addl GM BSNL DoD: 08.12.2017	19	2 (91350 + DR)	0 (46.55 lac)	0	0	8	5	2	2	0	0	0	0	
** as per last cycle compassionate appointment committee report dated 27.12.2017																	

*SR 2023*  
**Raju Lal Meena**  
 Deputy Secretary (SR & Estates)

*S. B. Bandhopadhyay*  
**Soumitra Bandhopadhyay**  
 Director (Coordination)

*Chhatra Mani*  
**Chhatra Mani**  
 Deputy Secretary (PSA)

Department of Telecommunications

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Annexure - III

In reference to the Department's OM No. A-12012/1/2020-Admn.III dated 05.07.2023, the committee has evaluated the representation of the following three applicants i.e.

- i) Applicant 9 - Smt. Jayanti wife of Late Shri Lallan Prasad Rana, Ex-MTS/Peon
- ii) Applicant No. 11 - Smt. Krishna Kaushik wife of Late Shri Subhash Chandra Kaushik, Ex-AD(MM), TEC
- iii) Applicant 5 - Shri Sunil Singh Negi son of Late Shri Inder Singh Negi, Ex-MTS

2. On evaluation, the committee is of the view that no new information has been provided by the above-mentioned applicants. Hence, no revision is required.

18/07/2023

Raju Lal Meena  
Deputy Secretary (SR & Estates)

18/7/2023

Chhatra Mani  
Deputy Secretary (PSA)

S. Bandyopadhyay  
Soumitra Bandyopadhyay  
Director (Coordination) 18.7.2023

To,  
US (Admn.III)

18/7/2023

का. का. (प्र. III)

III (Adm. III)  
5205/140/III  
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