भा0कृ0अनु0प– केन्द्रीय पक्षी अनुसंधान संस्थान
इज्जतनगर, बरेली – 243 122 (उ0प्र0)
ICAR- CENTRAL AVIAN RESEARCH INSTITUTE
Izatnagar, Bareilly – 243 122 (U.P.)

F.No.2-6/2019/Comp.App./Estt. Dated: 15.10.2026

सार्वजनिक सूचना /Public Notice

भा.कृ.अनु.प.-केंद्रीय पक्षी अनुसंधान संस्थान, इज्जतनगर द्वारा जारी सार्वजनिक सूचना संख्या **F. No. 2-6/2019/Comp.App./Estt. दिनांक 30.09.2026** और इसके उपरांत दिनांक **02.10.2026** को विभिन्न समाचार पत्रों में प्रकाशित विज्ञापन के संदर्भ में, जिसके माध्यम से अनुकंपा के आधार पर नियुक्ति के लिए पात्र उम्मीदवारों से आवेदन आमंत्रित किए गए थे, सभी संबंधितों को सूचित किया जाता है।
सक्षम प्राधिकारी के निर्णयानुसार, आवेदन जमा करने की अंतिम तिथि को और बढ़ा दिया गया है।
तदनुसार, सभी आवश्यक दस्तावेजों के साथ विधिवत भरे हुए आवेदन पत्र प्राप्त होने की नई संशोधित अंतिम तिथि अब **15.11.2026 (शाम 5:00 बजे तक)** निर्धारित की जाती है।
नियत तिथि और समय के बाद प्राप्त होने वाले आवेदनों पर विचार नहीं किया जाएगा। मूल विज्ञापन दिनांक 29.09.2026 में उल्लिखित अन्य सभी नियम एवं शर्तें यथावत रहेंगी।
विस्तृत पात्रता मानदंड, आवेदन पत्र के प्रारूप और अन्य निर्देशों के लिए कृपया संस्थान की आधिकारिक वेबसाइट (https://cari.res.in/) देखें।

Reference is invited to the Public Notice **F. No. 2-6/2019/Comp.App./Estt. dated 30.09.2026** issued by ICAR-Central Avian Research Institute, Izatnagar, and subsequently published in various newspapers on **02.10.2026**, inviting applications from eligible candidates for appointment on compassionate grounds.
It is hereby informed to all concerned that the Competent Authority has decided to extend the last date for submission of applications.
Accordingly, the new deadline for receiving duly filled applications, along with all requisite supporting documents, is now extended up to **15.11.2026 (till 5:00 PM)**.
Applications received after the stipulated date and time will not be entertained. All other terms and conditions mentioned in the original advertisement dated 30.09.2026 remain unchanged.
For detailed eligibility criteria, application formats, and other instructions, please visit the official institute website(https://cari.res.in/).

कार्यालय अध्यक्ष/**Head of Office**
के.प.अ.स., इज्जतनगर/**ICAR- CARI, Izatngar**

भा०कृ०अनु०प– केन्द्रीय पक्षी अनुसंधान संस्थान
इज्जतनगर, बरेली – 243 122 (उ०प्र०)
ICAR- CENTRAL AVIAN RESEARCH INSTITUTE
Izatnagar, Bareilly – 243 122 (U.P.)

F.No.2-6/2019/Comp.App./Estt. Dated: 30.09.2026

सार्वजनिक सूचना /Public Notice

सर्वसाधारण को सूचित किया जाता है कि भा०कृ०अनु०प– केन्द्रीय पक्षी अनुसंधान संस्थान, इज्जतनगर, द्वारा **अनुकंपा नियुक्ति (Compassionate Appointment)** के संबंध में पूर्व में जारी किये गये पत्रांक संख्या 2-6/2019/Comp.App./Estt./10103-120 दिनांक 24/25 नबम्वर, 2020 (जिसके तहत आवेदन को बिलंवित/Belated घोषित किया गया था), को एतदद्वारा निरस्त/खारिज किया जाता है।

सक्षम प्राधिकारी के पुनर्विचार एवं निर्णय के उपरांत, संबंधित आवेदक को पुनः आवेदन पत्र (Application Form) भरने का एक अंतिम अवसर प्रदान किया जाता है। आवेदन पत्र जमा करने की समय–सीमा को 15 दिनों के लिए विस्तारित करते हुए अंतिम तिथि 16 अक्टूबर 2026 (16–10–2026) निर्धारित की जाती है।

सभी पात्र एवं संबंधित आवेदक निर्धारित प्रारूप में अपना आवेदन दिनांक 15.10.2026 तक या उससे पहले केन्द्रीय पक्षी अनुसंधान संस्थान, इज्जतनगर के स्थापना अनुभाग में जमा करना सुनिश्चित करें। उक्त तिथि के पश्चात प्राप्त होने वाले किसी भी आवेदन पर विचार नहीं किया जायेगा।

इच्छुक उम्मीदवार स्थापना अनुभाग, केन्द्रीय पक्षी अनुसंधान संस्थान, इज्जतनगर से विस्तृत दिशा–निर्देश, अनुलग्नक और आवेदन पत्र, प्राप्त कर सकते है।

Notice is hereby given to the general public and all concerned that the earlier order regarding **Compassionate Appointment** issued vide Letter No: 2-6/2019/Comp.App./Estt./10103-120, Dated 24/25 November, 2020, whereby the application was treated as belated, stands **hereby cancelled and revoked** with immediate effect.

Consequent upon the re-consideration by the Competent Authority, a fresh opportunity is being extended to the applicant to submit the application form. The time period for submitting the newly filled application form is hereby extended by **15 days**, and the final deadline for submission is fixed as **16-10-2026 (16th October 2026)**.

The applicant must ensure that the complete application in the prescribed format reaches the undersigned office on or before the stipulated date. No applications or claims shall be entertained after the expiry of the due date.

Desirous candidates can obtain detailed guidelines, annexures and application form from Establishment Section, Central Avian Research Institute, Izatnagar.

कार्यालय अध्यक्ष/**Head of Office**
के.प.अ.स., इज्जतनगर/**ICAR- CARI, Izatngar**

भा0कृ0अनु0प-- केन्द्रीय पक्षी अनुसंधान संस्थान
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Izatnagar, Bareilly – 243 122 (U.P.)

पत्रांक सं0 / No.2-6/2019/Comp.App./Estt. दिनांक / Date:22.07.2025

Public Notice

Applications are hereby invited from willing and eligible dependents of deceased employees of ICAR- Central Avian Research Institute, Izatnagar for appointment on compassionate ground in Central Avian Research Institute, Izatnagar.

Desirous candidates can obtain detailed guidelines, annexures and application form from Establishment Section, Central Avian Research Institute, Izatnagar. **The last date for submitting the application is 22.08.2025 (till 5:00 PM).** The applications should be submitted to Head of Office, ICAR- Central Avian Research Institute, Izatnagar, Bareilly – 243 122 (Uttar Pradesh).

Staff Welfare Officer (Dr. Rokade Jaydip Jaywant, Scientist, Mob. No. 9758703488) and Secretary IJSC, CARI (Shri Umesh Kumar Tripathi, UDC, Mob. No. 7895393765) , may be approached by the applicants, if any difficulty is being faced by the applicants.

Head of Office
ICAR- CARI, Izatngar

<u>शपथ पत्र</u>

मैं श्री / श्रीमती / कु. ..... पुत्र / पत्नी / पुत्री स्व. श्री .... यह सत्यापित करत / करती हूं कि मेरे पिता / पति स्व. श्री ..... जोकि केन्द्रीय पक्षी अनुसंधान संस्थान, इज्जतनगर, बरेली में ..... के पद पर कार्यरत थे, का देहांत दिनांक ..... को हो गया है। मेरे परिवार में मुझे मिलाकर कुल .... पुत्र एवं ..... पुत्रियाँ हैं जोकि मेरे पति / पिता पर आश्रित थे। परिवार में जीविकोपार्जक एवं बेरोजगार सदस्यों का विवरण इस प्रकार है।

आवेदक का नाम यदि विवाहित है तो उसके परिवार का ब्यौरा	आयु कर्मचारी की मृत्यु के समय	आयु 31.12.2025	शारीरिक एवं मानसिक रूप से विकलांग (हाँ/नहीं)	जन्मतिथि	मृतक से संबंध	विवाहित / अविवाहित (यदि विवाहित है तो पति / पत्नी का नाम तथा स्थायी पता भी लिखें)	नौकरी / व्यवसाय का विवरण	मासिक आय

Cont.….

मृतक कर्मचारी से संबंधित सदस्यों का नाम	आयु कर्मचारी की मृत्यु के समय	आयु 31.12.2025	शरीरिक एवं मानसिक रूप से विकलांग (हाँ/नहीं)	जन्मतिथि	मृतक से संबंध	विवाहित / अविवाहित (यदि विवाहित है तो पति / पत्नी का नाम तथा स्थायी पता भी लिखें)	नौकरी / व्यवसाय का विवरण	मासिक आय

मासिक आय के साक्ष्य के तौर पर सदस्य को पैन कार्ड, इनकम टैक्स रिटर्न विवरणी एवं बैंक खाते (सभी चल रहे खाते) का पिछले एक वर्ष का स्टेटमैंट संलग्न है।

यह भी घोषित किया जाता है कि अनुकंपा नियुक्ति हेतु मेरे द्वारा प्रस्तुत आवेदन पर परिवार के सभी सदस्यों की सहमति है, जिसकी पुष्टि के लिए सभी के हस्ताक्षर प्राप्त किये गये है।

आवेदक एवं परिवार के सदस्यों के हस्ताक्षर (नाम एवं दिनांक सहित)

मेरे पिता / पति स्व. श्री ..... द्वारा अर्जित तथा पैतृक चल–अचल संपत्ति का विवरण इस प्रकार है –

1. चल संपत्ति (नगदी / जेवर / बैंक डिपोजिट / वाहन इत्यादि) का विवरण –

विवरण	वर्तमान कीमत

2. अचल संपत्ति (जमीन जायदाद / मकान / दुकान / प्लॉट / कृषि भूमि इत्यादि) का विवरण –

विवरण	पता (खसरा संख्या / गली / मोहल्ला / कसबा / तहसील / नगर / जिले का पूर्ण ब्यौरा संलग्न जाये)	वर्तमान कीमत (संबंधित सरकारी विभाग द्वारा तय किए गए सर्किल रेट के अनुसार प्रमाणित कॉपी के साथ संलग्न की जाये)

यह सत्यापित किया जाता है कि ऊपर लिखित ब्यौरे के माध्यम से दी गई समस्त जानकारी सत्य है। इनमें से कोई भी जानकारी गलत पाये जाने पर अथवा कोई जानकारी छुपाए जाने की स्थिति में मेरा आवेदन निरस्त कर दिया जायें।

आवेदक के हस्ताक्षर / अंगूठा निशान .....

(पूरा नाम दिनांक सहित) ..... मोबाईल नंबर / ई–मेल पता .....

.....

Annexure – II

AFFIDAVIT

Affidavit to be given on Indian Non-Judicial Stamp Paper of Rs.100/- and duly attested by Notary Public

I, _____ Son/Daughter/Wife of _____ residing at _____do hereby solemnly affirm and declare as under: -

1. That I am a citizen of India.

2. That the total annual income of earning members of my family and income from property is Rs. _____.

3. That I along with my family members indicated have the following movable/immovable property:

   (i) Movable Property: _____

   (ii) Purchase price and date of purchase of movable property: _____

   (iii) Immovable Property: _____

   (iv) Current market value of the immovable property: _____

4. This affidavit is applied for submission of application for compassionate appointment.

5. That it is my true statement and I shall remain responsible for any false statement.

Deponent

Verification:

I, the above-named deponent, do hereby solemnly affirm and declare that the contents of this affidavit are true and correct to the best of my knowledge and belief and nothing has been concealed there from. If any of the facts mentioned are found to be incorrect or false at a future date, my services may be terminated.

Deponent

Government of India
Ministry of Personnel, Public Grievances & Pensions
(Department of Personnel & Training)

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[Updated on 02.08.2022]

SCHEME FOR COMPASSIONATE APPOINTMENT UNDER CENTRAL GOVERNMENT

Note:-

(i) This document is a compilation of all relevant instructions on the subject of "Compassionate Appointment under Central Government" and therefore is intended to serve as the guide without the need, for anyone to refer to old OMs issued from time to time. The list of such OMs is given in Appendix to this document. In case any reference to the relevant OM is required, the same may be accessed from Archive Section of DOPT's Website.

(ii) While due care has been taken to compile this document, however, if any omissions or correction are noticed, the same may be brought to the notice of the Department of Personnel & Training.

1. The following paragraphs indicate the instructions on Compassionate Appointment under easily Comprehensible heading for benefit of ready reference: -

2. **OBJECT**

The object 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, to relieve the family of the Government servant concerned from financial destitution and to help it get over the emergency.

[*Para 1 of DOPT O.M. No. 14014/6/94-Estt. (D) dated 09.10.1998*]

3. **TO WHOM APPLICABLE**

To a dependent family member –-

(A) of a Government servant who –-

(a) dies while in service (including death by suicide); or
(b) is retired on medical grounds under Rule 2 of the CCS (Medical Examination) Rules 1957 or the corresponding provision in the Central Civil Service Regulations before attaining the age of 55 years (57 years for erstwhile Group 'D' Government servants); or
(c) is retired on medical grounds under Rule 38 of the CCS(Pension) Rules, 1972 or the corresponding provision in the Central Civil Service Regulations before attaining the age

of 55 years (57 years for erstwhile Group 'D' Government servants); or

(B) of a member of the Armed Forces who –

(a) dies during service; or
(b) is killed in action; or
(c) is medically boarded out and is unfit for civil employment.

Note I "**Dependent Family Member**" means:

(a) spouse; or
(b) son(including adopted son); or
(c) daughter (including adopted daughter); or
(d) brother or sister in the case of unmarried Government servant or
(e) member of the Armed Forces referred to in (A) or (B) of this para,

-- who was wholly dependent on the Government servant/ member of the Armed Forces at the time of his death in harness or retirement on medical grounds, as the case may be.

Note II **"Government servant"** for the purpose of these instructions means a Government servant appointed on regular basis and not one working on daily wage or casual or apprentice or ad-hoc or contract or re-employment basis.

Note III **"Confirmed work-charged staff"** will also be covered by the term 'Government servant' mentioned in Note II above.

Note IV **"Service"** includes extension in service (but not re-employment) after attaining the normal age of retirement in a civil post.

Note V **"Re-employment"** does not include employment of ex-serviceman before the normal age of retirement in a civil post.

[*Para 2 of DOPT O.M. No. 14014/6/94-Estt. (D) dated 09.10.1998*]

4. **AUTHORITY COMPETENT TO MAKE COMPASSIONATE APPOINTMENT**

(a) Joint Secretary in-charge of administration in the Ministry/Department concerned.
(b) Head of the Department under the Supplementary Rule 2(10) in the case of attached and subordinate offices.
(c) Secretary in the Ministry/Department concerned in special types of cases.

[*Para 3 of DOPT O.M. No. 14014/6/94-Estt. (D) dated 09.10.1998*]

5. **POSTS TO WHICH SUCH APPOINTMENTS CAN BE MADE**

Group 'C' posts against the direct recruitment quota.

[*Para 4 of DOPT O.M. No. 14014/02/2012-Estt. (D) dated 16.01.2013*]

6. **ELIGIBILITY**

(a) The family is indigent and deserves immediate assistance for relief from financial destitution; and

(b) Applicant for compassionate appointment should be eligible and suitable for the post in all respects under the provisions of the relevant Recruitment Rules.

[*Para 5 of DOPT O.M. No. 14014/6/94-Estt. (D) dated 09.10.1998*]

7. **A. EXEMPTIONS**

Compassionate appointments are exempted from observance of the following requirements:-

(a) Recruitment procedure i.e. without the agency of the Staff Selection Commission or the Employment Exchange.

(b) Clearance from the Surplus Cell of the Department of Personnel and Training/Directorate General of Employment and Training.

(c) The ban orders on filling up of posts issued by the Ministry of Finance (Department of Expenditure).

[*Para 6 A of DOPT O.M. No. 14014/6/94-Estt. (D) dated 09.10.1998*]

B. RELAXATIONS

(a) Upper age limit could be relaxed wherever found to be necessary. The lower age limit should, however, in no case be relaxed below 18 years of age.

Note I Age eligibility shall be determined with reference to the date of application and not the date of appointment;

Note II Authority competent to take a final decision for making compassionate appointment in a case shall be competent to grant relaxation of upper age limit also for making such appointment.

[*Para 6 B of DOPT O.M. No. 14014/6/94-Estt. (D) dated 09.10.1998*]

(b) In exceptional circumstances Government may consider recruiting persons not immediately meeting the minimum educational standards. Government

may engage them as trainees who will be given the regular pay bands and grade pay only on acquiring the minimum qualification prescribed under the recruitment rules. The emoluments of these trainees, during the period of their training and before they are absorbed in the Government as employees, will be equal to the lowest/first cell (minimum) of Pay Level-1 Rs. 18,000-56,900 (pre-revised -1S pay band). In addition, they will be granted all applicable Allowance, like Dearness Allowances, House Rent Allowance and Transport Allowance at the admissible rates. The same shall be calculated on the minimum of Pay Level-1. The period spent in Pay Level-1 by the future recruits will not be counted as service for any purpose as their regular service will start only after they are appointed in the Group 'C' post after acquiring minimum educational qualifications. The pay of those governed by the 1S scale under 6th CPC Pay Rules may be revised by using the Fitment Factor of 2.57 for placement in Level-1 in conformity with the Rule 7 of the CCS (RP) Rules, 2016. All pre-revised pay stages lower than pre-revised pay of Rs.7,000 in the pre-revised 1S scale shall not be considered for determining the benefit of bunching, on the same lines as has been clarified by Department of Expenditure's O.M dated 03.08.2017 on application of the benefit on account of bunching. This will be effective from 01.01.2016.

[*Para 1 of O.M. No.14014/2/2009-Estt.(D) dated 11.12.2009 and Para 2 of O.M. No.14014/2/2009-Estt.(D) dated 09.10.2017*]

Note In the case of an attached/subordinate office, the Secretary in the concerned administrative Ministry/Department shall be the competent authority for this purpose.

(c) In the matter of exemption from the requirement of passing the typing test those appointed on compassionate grounds to the post of Lower Division Clerk will be governed by the general orders issued in this regard:-

(i) by the CS Division of the Department of Personnel and Training if the post is included in the Central Secretariat Clerical Service; or

(ii) by the Establishment Division of the Department of Personnel and Training if the post is not included in the Central Secretariat Clerical Service.

[*Para 6 of DOPT O.M. No. 14014/6/94-Estt. (D) dated 09.10.1998*]

(d) In case of appointment of a widow not fulfilling the requirement of educational qualification, against the post of MULTI TASKING STAFF, she will be placed in minimum of Pay Level-1(Rs. 18,000-56,900) directly without insisting on fulfillment of educational qualification norms, provided the appointing authority is satisfied that the duties of the post against which she is being appointed can be performed with help of some on job training. This dispensation is to be allowed for appointment on compassionate ground against the post of MULTI TASKING STAFF only.

[*Para 2 of O.M. No.14014/2/2009-Estt. (D) dated 03.04.2012*]

8. **DETERMINATION/AVAILABILITY OF VACANCIES**

(a) Appointment on compassionate grounds should be made only on regular basis and that too only if regular vacancies meant for that purpose are available.

(b) Compassionate appointments can be made upto a maximum of 5% of vacancies falling under direct recruitment quota in any Group 'C' post. The appointing authority may hold back upto 5% of vacancies in the aforesaid categories to be filled by direct recruitment through Staff Selection Commission or otherwise so as to fill such vacancies by appointment on compassionate grounds. A person selected for appointment on compassionate grounds should be adjusted in the recruitment roster against the appropriate category viz SC/ST/ OBC/General depending upon the category to which he belongs. For example, if he belongs to SC category he will be adjusted against the SC reservation point, if he is ST/OBC he will be adjusted against ST/OBC point and if he belongs to General category he will be adjusted against the vacancy point meant for General category.

(c) While the ceiling of 5% for making compassionate appointment against regular vacancies should not be circumvented by making appointment of dependent family member of Government servant on casual/daily wage/ad-hoc/contract basis against regular vacancies, there is no bar to considering him for such appointment if he is eligible as per the normal rules/orders governing such appointments

(d) The ceiling of 5% of direct recruitment vacancies for making compassionate appointment should not be exceeded by utilising any other vacancy e.g. sports quota vacancy.

[*Para 7 of O.M. No.14014/02/2012-Estt. (D) dated 16.01.2013*]

(e) The Committee constituted for considering a request for appointment on compassionate grounds should limit its recommendation to appointment on compassionate grounds only in a really deserving case and only if vacancy meant for appointment on compassionate grounds will be available within a year in the concerned administrative Ministry/department/Office, that too within the ceiling of 5% of vacancies falling under DR quota in Group 'C' posts.

[*Para 1 of O.M.No.14014/18/2000-Estt.(D) dated 22.06.2001*]

(f) Calculation of vacancies by grouping of posts for small offices/cadres - Grouping of posts in small Offices/Cadres for the purpose of calculation of vacancies for appointment on compassionate grounds is allowed. Consequently, Group 'C' posts in which there are less than 20 direct recruitment vacancies in a recruitment year may be grouped together and out of the total number of vacancies 5% may be filled on compassionate grounds subject to the condition that appointment on compassionate grounds in any such post should not exceed one. For the purpose of calculation of vacancies for compassionate appointment,

fraction of a vacancy either half or exceeding half but less than one may be taken as one vacancy.

[*Para 2 and 3 of O.M. No. 14014/24/1999-Estt.(D) dated 28.12.1999*]

(g) Liberalized method of calculation of vacancies for small Ministries/Departments - The small Ministries/Departments may apply a more liberalized method of calculation of vacancies under 5% quota for compassionate appointment. The small Ministries/Departments, for the purpose of these instructions, are defined as organizations where no vacancy for compassionate appointment could be located under 5% quota for the last 3 years. Such small Ministries/Departments may add up the total of DR vacancies in Group 'C' and erstwhile Group 'D' posts (excluding technical posts) arising in each year for 3 or more preceding years and calculate 5% of vacancies with reference to the grand total of vacancies of such years, for locating one vacancy for compassionate appointment. This is subject to the condition that no compassionate appointment was/has been made by the Ministries/Departments during 3 years or number of years taken over and above 3 years for locating one vacancy under 5% quota.

[*Para 4 of O.M. No. 14014/3/2005-Estt.(D) dated 09.10.2006*]

(h) The compassionate appointment can also be made against technical 'posts' at Group 'C' and erstwhile Group'D' level. The 5% quota of vacancies will be calculated on the basis of total DR vacancies arising in a year in the technical posts.

[*Para 2 of O.M. No. 14014/3/2005-Estt(D) dated 19.01.2007*]

9. **TIME LIMIT FOR CONSIDERING APPLICATIONS FOR COMPASSIONATE APPOINTMENT**:

Prescribing time limit for considering applications for compassionate appointment has been reviewed vide this Department O.M No.14014/3/2011-Estt.(D) dated 26.07.2012. Subject to availability of a vacancy and instructions on the subject issued by this Department and as amended from time to time, any application for compassionate appointment is to be considered without any time limit and decision taken on merit in each case.

[*Para 3 of O.M. No. 14014/3/2011-Estt(D) dated 26.07.2012*]

10. **BELATED REQUESTS FOR COMPASSIONATE APPOINTMENT**

(a) Ministries/Departments can consider requests for compassionate appointment even where the death or retirement on medical grounds of a Government servant took place long back, say five years or so. While considering such belated requests it should, however, be kept in view that the concept of compassionate appointment is largely related to the need for immediate assistance to the family of the Government servant in order to relieve it from economic distress. The very fact that the

family has been able to manage somehow all these years should normally be taken as adequate proof that the family had some dependable means of subsistence. Therefore, examination of such cases would call for a great deal of circumspection. The decision to make appointment on compassionate grounds in such cases may, therefore, be taken only at the level of the Secretary of the Department/Ministry concerned.

(b) Whether a request for compassionate appointment is belated or not may be decided with reference to the date of death or retirement on medical ground of a Government servant and not the age of the applicant at the time of consideration.

(c) The onus of examining the penurious condition of the dependent family will rest with the authority making compassionate appointment

[*Para 9 of O.M. No.14014/02/2012-Estt. (D) dated 16.01.2013 and* Para 4 of O.M No.14014/3/2011-Estt.(D) dated 26.07.2012]

11. **WIDOW APPOINTED ON COMPASSIONATE GROUNDS GETTING REMARRIED**

A widow appointed on compassionate grounds will be allowed to continue in service even after re-marriage.

[*Para 9 of DOPT O.M. No. 14014/6/94-Estt. (D) dated 09.10.1998*]

12. **WHERE THERE IS AN EARNING MEMBER**

(a) In deserving cases even where there is already an earning member in the family, a dependent family member may be considered for compassionate appointment with prior approval of the Secretary of the Department/Ministry concerned who, before approving such appointment, will satisfy himself that grant of compassionate appointment is justified having regard to number of dependents, assets and liabilities left by the Government servant, income of the earning member as also his liabilities including the fact that the earning member is residing with the family of the Government servant and whether he should not be a source of support to other members of the family.

(b) In cases where any member of the family of the deceased or medically retired Government servant is already in employment and is not supporting the other members of the family of the Government servant, extreme caution has to be observed in ascertaining the economic distress of the members of the family of the Government servant so that the facility of appointment on compassionate ground is not circumvented and misused by putting forward the ground that the member of the family already employed is not supporting the family.

[*Para 10 of DOPT O.M. No. 14014/6/94-Estt. (D) dated 09.10.1998*]

13. MISSING GOVERNMENT SERVANT

Cases of missing Government servants are also covered under the scheme for compassionate appointment subject to the following conditions:-

(a) A request to grant the benefit of compassionate appointment can be considered only after a lapse of at least 2 years from the date from which the Government servant has been missing, provided that:

(i) an FIR to this effect has been lodged with the Police,
(ii) the missing person is not traceable, and
(iii) the competent authority feels that the case is genuine;

(b) This benefit will not be applicable to the case of a Government servant:-

(i) who had less than two years to retire on the date from which he has been missing; or

(ii) who is suspected to have committed fraud, or suspected to have joined any terrorist organisation or suspected to have gone abroad.

(c) Compassionate appointment in the case of a missing Government servant also would not be a matter of right as in the case of others and it will be subject to fulfillment of all the conditions, including the availability of vacancy, laid down for such appointment under the scheme;

(d) While considering such a request, the results of the Police investigation should also be taken into account; and

(e) A decision on any such request for compassionate appointment should be taken only at the level of the Secretary of the Ministry/Department concerned.

[*Para 11 of DOPT O.M. No. 14014/6/94-Estt. (D) dated 09.10.1998*]

14. PROCEDURE

i) The Welfare Officer in each Ministry/Department/Office or a senior officer may be deputed to meet the family members of the deceased Government Servant and apprise them of the terminal benefits available to the family. This may be done at the earliest possible, preferably, within 30 days of death.

ii) In case it is observed by the Welfare Officer/Senior Officer that the condition of the family of the deceased Government Servant is indigent, the family should also be apprised of the scheme for compassionate appointment.

iii) In such cases, the Welfare Officer or any other Officer would assist the family member of the deceased Government servant in applying for appointment on compassionate grounds. The application should be made in the format prescribed as in

Annexure. All assistance should be extended to enable such family member to fill the Application Form for compassionate appointment. The Applicant should be advised in person about the requirements and formalities to be completed by him. The Applicant should also be given detailed information of the posts to which they can apply.

iv) The Administration shall satisfy itself regarding the correctness of the details entered in the Application form and family income and other details computed for processing the Application. During scrutiny, if any additional details or information having a bearing on the case, emerge, the same should be added as supplementary Note to the Application.

v) Every application found to be in order, should be acknowledged by assigning a unique Registration number. All pending Applications should also be assigned unique registration number. This may be done within 2 to 3 weeks of time. Once a unique registration number has been assigned to an application, the Applicant, including those whose applications are pending, may be informed through email or other forms of communication (including digital modes of communication) of their Unique Application Registration Number.

vi) Some Departments such as CBIC, D/o Posts, D/o Defence have devised their own point based merit system, for processing claims for compassionate appointment. In order to bring in transparency and objectivity in dealing with such claims, all Ministries/Departments, who have not yet developed such a system, may do so by devising their own point based merit system for assessing the merit of the claims of compassionate appointments.

vii) While informing the Applicants of the registration number of their Application, they may also be informed of the likely number of vacancies likely to be available to be filled on compassionate grounds as well as be provided with a copy of the point based merit system.

viii) To consider the various applications and to recommend individual applicant for grant of compassionate appointment, a Committee, comprising three members (one Chairman and two Members), may be constituted. The Committee may be chaired by an Officer not below the rank of Director/Deputy Secretary in the Ministry/Department and officers of equivalent rank in the case of attached and subordinate offices.

ix) The Committee may preferably meet once in a year, to consider all fresh requests received in the last calendar year, in addition to pending applications. In case large number of applications are received at different times during the calendar year, the Committee may meet twice or more to consider the applications.

x) Prior to every meeting of the Committee, the Applicants whose applications are being considered, should be informed, through email or other forms of communication (including digital modes of communication), of the number of vacancies in each grade for which they are being considered as also the date the Committee is due to meet to consider their Application. However, the Applicant(s) would not be required to have any personal interaction, either with the Administration or the Committee and that the Applicants may not be asked to be present during the meeting of the Committee.

xi) Every valid application shall be assessed strictly on the basis of the point based merit system formulated by the concerned administrative Ministry/Department.

xii) The Committee should make its recommendation for appointment on compassionate ground as per the total points obtained by each Applicant, under the applicable point based merit system.

xiii) The result of each round of selection should be communicated to the Applicants. The points awarded against each parameter alongwith total merit points earned, should be provided to the Applicants through email or other forms of communication.

xiv) The minutes of each meeting of the Committee including the merit points earned by each Applicant should also be placed, within a period of three weeks from the date of meeting of the Committee, in public domain on the website of the Ministry/Department/Organisation for information of all concerned.

xv) Recommendation of the Committee should be placed before the competent authority for a decision. If the competent authority disagrees with the committee's recommendation, the case may be referred to the next higher authority for a decision.

[*O.M No.43019/9/2019-Estt.(D) dated 23.08.2021*]

15. UNDERTAKING FOR MAINTENANCE OF THE FAMILY OF THE DECEASED EMPLOYEE

A person appointed on compassionate grounds under the scheme should give an undertaking in writing (as in Annexure) that he/she will maintain properly the other family members who were dependent on the Government servant/member of the Armed Forces in question and in case it is proved subsequently (at any time) that the family members are being neglected or are not being maintained properly by him/her, his/her appointment may be terminated forthwith. The question of its legal enforceability has been examined in consultation with the Ministry of Law (Department of Legal Affairs) and it has been decided that it should be incorporated as one of the additional conditions in the offer of appointment applicable only in the case of appointment on compassionate grounds

[*Para 1 of O.M No.14014/16/1999-Estt.(D) dated 20.12.1999*]

16. REQUEST FOR CHANGE IN POST/PERSON

When a person has been appointed on compassionate grounds to a particular post, the set of circumstances, which led to such appointment, should be deemed to have ceased to exist. Therefore, --

(a) he/she should strive in his/her career like his/her colleagues for future advancement and any request for appointment to any higher post on considerations of compassion should invariably be rejected.

(b) an appointment made on compassionate grounds cannot be transferred to any other person and any request for the same on considerations of compassion should invariably be rejected.

[*Para 14 of DOPT O.M. No. 14014/6/94-Estt. (D) dated 09.10.1998*]

17. **SENIORITY**

A person appointed on compassionate ground in a particular year may be placed at the bottom of all the candidates recruited/appointed through direct recruitment, promotion etc. in that year, irrespective of the date of joining of the candidate on compassionate ground.

[*Para 4.8 of O.M. No. 20011/1/2008-Estt.(D) dated 11.11.2010*]

18. **TERMINATION OF SERVICE**

The compassionate appointments can be terminated on the ground of non-compliance of any condition stated in the offer of appointment after providing an opportunity to the compassionate appointee by way of issue of show cause notice asking him/her to explain why his/her services should not be terminated for non-compliance of the condition(s) in the offer of appointment and it is not necessary to follow the procedure prescribed in the Disciplinary Rules/Temporary Service Rules for his purpose.

In order to check its misuse, it has also been decided that this power of termination of services for non-compliance of the condition(s) in the offer of compassionate appointment should vest only with the Secretary in the concerned administrative Ministry/Department not only in respect of persons working in the Ministry/Department proper but also in respect of Attached/Sub-ordinate offices under that Ministry/Department.

[*O.M. No. 14014/19/2000-Estt(D) dated 24.11. 2000*]

19. **GENERAL**

(a) Appointments made on grounds of compassion should be done in such a way that persons appointed to the post do have the essential educational and technical qualifications and experience required for the post consistent with the requirement of maintenance of efficiency of administration.

(b) It is not the intention to restrict employment of a family member of the deceased or medically retired (erstwhile) Group 'D' Government servant to a erstwhile Group 'D' post only. As such, a family member of such erstwhile Group 'D' Government servant can be appointed to a Group 'C' post for which he/she is educationally qualified, provided a vacancy in Group 'C' post exists for this purpose.

(c) The Scheme of compassionate appointments was conceived as far back as 1958. Since then a number of welfare measures have been introduced by the Government which have made a significant difference in the financial position of the families of the Government servants dying in harness/retired on medical grounds. An application for compassionate appointment should, however, not be rejected merely on the ground that the family of the Government servant has received the benefits under the various welfare schemes. While considering a request for appointment on

compassionate ground a balanced and objective assessment of the financial condition of the family has to be made taking into account its assets and liabilities (including the benefits received under the various welfare schemes mentioned above) and all other relevant factors such as the presence of an earning member, size of the family, ages of the children and the essential needs of the family, etc.

(d) Compassionate appointment should not be denied or delayed merely on the ground that there is reorganisation in the Ministry/Department/ Office. It should be made available to the person concerned if there is a vacancy meant for compassionate appointment and he or she is found eligible and suitable under the scheme.

(e) Requests for compassionate appointment consequent on death or retirement on medical grounds of erstwhile Group 'D' staff may be considered with greater sympathy by applying relaxed standards depending on the facts and circumstances of the case.

(f) Compassionate appointment will have precedence over absorption of surplus employees and regularisation of daily wage/casual workers with/without temporary status.

(g) Any request to increase the upper age-limit of 55 years for retirement on medical grounds prescribed in para 2(A) (b) and (c) above in respect of Group 'A'/'B'/'C' Government servants and to bring it at par with the upper age-limit of 57 years prescribed therein for erstwhile Group 'D' Government servants on the ground that the age of retirement has recently (May, 1998) been raised from 58 years to 60 years for Group 'A'/'B'/'C' Government servants (which is at par with the age of retirement of 60 years applicable to erstwhile Group 'D' Government servants) or on any other ground should invariably be rejected so as to ensure that the benefit of compassionate appointment available under the scheme is not misused by seeking retirement on medical grounds at the fag end of one's career and also keeping in view the fact that the higher upper age-limit of 57 years has been prescribed therein for erstwhile Group 'D' Government servants for the reason that they are low paid Government servants who get meagre invalid pension in comparison to others.

[*Para 18 of O.M. No. 14014/02/2012-Estt(D) dated 16.01.2013*]

20. IMPORTANT COURT JUDGEMENTS

The ruling contained in the following judgements may also be kept in view while considering cases of compassionate appointment:-

(a) The Supreme Court in its judgement dated April 8, 1993 in the case of Auditor General of India and others vs. G. Ananta Rajeswara Rao [(1994) 1 SCC 192] has held that appointment on grounds of descent clearly violates Article 16(2) of the Constitution; but if the appointment is confined to the son or daughter or widow of the Government servant who died in harness and who needs immediate appointment on grounds of immediate need of assistance in the event of there being no other earning

member in the family to supplement the loss of income from the bread winner to relieve the economic distress of the members of the family, it is unexceptionable.

(b) The Supreme Court's judgement dated May 4, 1994 in the case of Umesh Kumar Nagpal vs. State of Haryana and others [JT 1994(3) S.C. 525] has laid down the following important principles in this regard:

(i) Only dependents of an employee dying in harness leaving his family in penury and without any means of livelihood can be appointed on compassionate ground.

(ii) The posts in Group 'C' and 'D' (formerly Class III and IV) are the lowest posts in non-manual and manual categories and hence they alone can be offered on compassionate grounds and no other post i.e. in the Group 'A' or Group 'B' category is expected or required to be given for this purpose as it is legally impermissible.

(iii) The whole object of granting compassionate appointment is to enable the family to tide over the sudden crisis and to relieve the family of the deceased from financial destitution and to help it get over the emergency.

(iv) Offering compassionate appointment as a matter of course irrespective of the financial condition of the family of the deceased or medically retired Government servant is legally impermissible.

(v) Neither the qualifications of the applicant (dependent family member) nor the post held by the deceased or medically retired Government servant is relevant. If the applicant finds it below his dignity to accept the post offered, he is free not to do so. The post is not offered to cater to his status but to see the family through the economic calamity.

(vi) Compassionate appointment cannot be granted after lapse of a reasonable period and it is not a vested right which can be exercised at any time in future.

(vii) Compassionate appointment cannot be offered by an individual functionary on an ad-hoc basis.

(c) The Supreme Court has held in its judgement dated February 28, 1995 in the case of the Life Insurance Corporation of India vs. Mrs Asha Ramchandra Ambekar and others [JT 1994(2) S.C. 183] that the High Courts and Administrative Tribunals cannot give direction for appointment of a person on compassionate grounds but can merely direct consideration of the claim for such an appointment.

(d) The Supreme Court has ruled in the cases of Himachal Road Transport Corporation vs. Dinesh Kumar [JT 1996 (5) S.C. 319] on May 7, 1996 and

Hindustan Aeronautics Limited vs. Smt A. Radhika Thirumalai [JT 1996 (9) S.C. 197] on October 9, 1996 that appointment on compassionate grounds can be made only if a vacancy is available for that purpose.

(e) The Supreme Court has held in its judgement in the case of State of Haryana and others vs. Rani Devi and others [JT 1996(6) S.C. 646] on July 15, 1996 that if the scheme regarding appointment on compassionate ground is extended to all sorts of casual, ad-hoc employees including those who are working as Apprentices, then such scheme cannot be justified on Constitutional grounds.

(f) The Hon'ble Supreme Court in its judgment dated 05.04.2011 in Civil Appeal No. 2206 of 2006 filed by Local Administration Department vs. M. Selvanayagam @ Kumaravelu has observed that "an appointment made many years after the death of the employee or without due consideration of the financial resources available to his/her dependents and the financial deprivation caused to the dependents as a result of his death, simply because the claimant happened to be one of the dependents of the deceased employee would be directly in conflict with Articles 14 & 16 of the Constitution and hence, quite bad and illegal. In dealing with cases of compassionate appointment, it is imperative to keep this vital aspect in mind".

[*Para 19 of O.M. No. 14014/02/2012-Estt(D) dated 16.01.2013 and para 1 of O.M. No. 14014/3/2011-Estt.(D) dated 26.07.2012*]

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Appendix

Reference Office Memorandum on Compassionate Appointment under Central Government

1. O.M. No. 14014/6/94-Estt. (D) dated 09.10.1998
2. O.M No.14014/16/1999-Estt.(D) dated 20.12.1999
3. O.M. No. 14014/24/1999-Estt.(D) dated 28.12.1999
4. O.M. No. 14014/19/2000-Estt(D) dated 24.11. 2000
5. O.M.No.14014/18/2000-Estt.(D) dated 22.06.2001
6. O.M. No. 14014/3/2005-Estt.(D) dated 09.10.2006
7. O.M. No. 14014/3/2005-Estt(D) dated 19.01.2007
8. O.M. No.14014/2/2009-Estt.(D) dated the 11.12.2009
9. O.M. No. 20011/1/2008-Estt.(D) dated 11.11.2010
10. O.M. No.14014/2/2009-Estt. (D) dated 03.04.2012
11. O.M. No. 14014/3/2011-Estt.(D) dated 26.07.2012
12. O.M. No. 14014/02/2012-Estt(D) dated 16.01.2013
13. O.M. No.14014/2/2009-Estt.(D) dated 09.10.2017
14. O.M No.43019/9/2019-Estt.(D) dated 23.08.2021

ANNEXURE

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

PART-A

I. (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 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 & 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

Sl. No.	Name (s)	Relationship with Govt. servant	Age	Address	Employed or not if employed particulars of employment and emoluments

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……
Mobile No……
Email ID……

PART-B

(TO BE FILLED 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), education qualification 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) _____

भारतीय कृषि अनुसंधान परिषद
INDIAN COUNCIL OF AGRICULTURAL RESEARCH
कृषि भवन, डॉ. राजेन्द्र प्रसाद मार्ग, नई दिल्ली-110001
Krishi Bhawan, Dr. Rajendra Prasad Road, New Delhi -110001

F. No. Admn.10-1/2025 – R&P **Dated: 1st May, 2025**

OFFICE MEMORANDUM

Sub.: Guidelines for consideration of cases for appointment on compassionate grounds in ICAR – reg.

Guidelines/instructions of DoP&T/GoI are being followed for granting appointment on compassionate grounds in ICAR. The prevailing system has been duly examined by the Council and in order to standardize & streamline the procedure of considering the cases for grant of appointments on compassionate ground in the ICAR, it has been decided with the approval of the Competent Authority to follow a standard timeline and point-system as detailed below:

a) The existing system of granting appointment on compassionate grounds as per DoP&T/GoI instructions shall be continued. However, annual timelines for completing the entire process of compassionate appointment by the ICAR institutes/HQ shall be as under:

S. No.	Process of Compassionate Appointment	Cut-off date
1.	Identification of Group 'C' DR vacancies and calculation of corresponding compassionate appointment vacancies	31st January
2.	Inviting applications for appointment on compassionate grounds	28th February
3.	Assessment by the respective CAC (Compassionate Appointment Committee)	31st May
4.	Approval of the concerned Appointing Authority	30th June
5.	Issuing offer of appointment, if any	31st July

b) For ensuring transparency and uniformity across ICAR system common criteria on a hundred point-scale, based on various attributes as detailed in **Annexure-I**, shall be used for assessment of applications and awarding marks to the applicants by ICAR HQ/Institutes/Units.

c) The applicants for appointment on compassionate ground shall submit an Affidavit in the prescribed format **(Annexure-II)** along with the application forms.

2. Ongoing process and cases which are already under consideration by the respective Compassionate Appointment Committee in different institutes would not be affected by this OM. The ongoing process will continue and should be completed by 31st July, 2025.

3. Further, in case, any institute didn't initiate any action for filling up available vacancies under Compassionate Appointment Quota in the current year, they may also start and complete the process latest by 31.10.2025 following the criteria on a hundred point-scale (Annexure-I), as per the revised guidelines issued by the Council. Thereafter, from next calendar year, vacancies under Compassionate Appointment Quota in the whole ICAR system shall be filled as per the latest guidelines, common criteria on a hundred point-scale and time schedule.

4. Accordingly, all the ICAR Institutes/Units are informed to strictly follow the aforesaid guidelines/instructions apart from adhering to the guidelines issued by DoP&T/GoI on compassionate appointment while considering the cases of appointment under compassionate ground.

5. This issues with the approval of the Competent Authority.

01.05.2025

(Himanshu Kumar)
Under Secretary (R&P)

Distribution:

1. The Directors / Project Directors of all the Institutes / NRCs / Bureaux/ PDs/ATARIs.
2. The DDGs of all SMDs of ICAR.
3. JS (Pers. & TS)/JS(Fin.)/Director (Admn.)/Director (IAD)/Director (Pers.).
4. PPS to DG, ICAR/ Sr.PPS to Secretary, ICAR / PPS to FA, DARE/ICAR.
5. Welfare Officers of ICAR Hqrs./Institutes/Units.
6. All SMDs and IA Division, ICAR.
7. Secretary, CJSC, ICAR.
8. e-office notice board.
9. Media Unit, ICAR with the request to upload this OM on the ICAR website.
10. Guard File / Spare Copies.

Note:- Please download the copy of this OM according to requirement as the same is not being distributed physically.

Annexure-I

Table for allocation of points to various attributes based on a 100 point-scale for compassionate appointment

1. **Family Pension (Basic excluding DA & Allowances)**

(15 Points)

Sl. No.	Proposed Slab	Points
1.	Upto 10,000	15
2.	10,001-13,000	13
3.	13,001-16,000	11
4.	16,001-19,000	09
5.	19,001-22,000	07
6.	22,001-25,000	05
7.	25,001-28,000	03
8.	28,001 & Above	01

(The family pension in respect of the applicant is to be certified by the institute)

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

(The terminal benefits in respect of the applicant are to be certified by the institute)

3. **Annual Income of earning members & income from Property**

(05 Points)

Sl. No.	Annual Income	Weightage Points
1.	Nil	05
2.	1-1,05,000	04
3.	1,05,001-1,35,000	03
4.	1,35,001-1,65,000	02
5.	1,65,001-1,95,000	01
6.	1,95,001 & Above	00

(Valid Income certificate issued by the District Magistrate/Additional District Magistrate/Collector/ Deputy Commissioner/Ist Class Stipendary Magistrate/Sub-Divisional Magistrate/Taluka Magistrate/Executive Magistrate/Extra Assistant Commissioner/Chief Presidency Magistrate/Additional Chief Presidency Magistrate/Presidency Magistrate/ Revenue Officer not below the rank of Tehsildar and Sub-Divisional Officer of the area where the candidate and/or his family normally resides, as the case may be, in respect of the annual income of earning members & income from property has to be produced by the applicant for this purpose. Copies of PAN Cards and ITR of previous year of earning members may also be enclosed.)

4. **Movable/ Immovable Property (both) of the applicant and his/her family members***

(10 Points)

(*The family members include family members as indicated at Sl. Nos. 6 to 9 of this annexure.)

Sl. No.	Value of Movable/Immovable Property	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

For Movable Property: Invoice of the movable property indicating purchase price and date of purchase has to be produced by the applicant. For vehicles and other items as reported by the applicant, as a standard deduction, 10 % depreciation of the movable property per year may be considered to arrive at current market value of the vehicle.

For Immovable Property: Conveyance deed/ sale deed etc. of the immovable property has to be produced by the applicant. The current market value of the property (or circle rate etc. if any) may also be indicated, duly certified by the revenue officials of the area. Copies of the property tax/house tax receipts of the previous year may also be enclosed.)

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	Upto 30 years and above	15

(The leftover service of the deceased employee is to be certified by the institute)

6. **Dependents i.e. Mother or Father, Spouse (unemployed only)**

(10 Points)

Sl. No.	No. of Dependents	Weightage Points
1.	Single or Both Parents	05
2.	Spouse (unemployed)	05

(The details of the dependents i.e. mother or father, spouse (house wife only) at the time of death of the employee, is to be certified by the institute on the basis of the service records of the deceased employee)

7. **Unmarried Daughters**

(10 Points)

Sl. No.	No. of Unmarried Daughters	Weightage Points
1.	01	05
2.	02 & Above	10

(The details of the unmarried daughters at the time of death of the employee, is to be certified by the institute on the basis of the service records of the deceased employee. The marital status of daughters at the time of consideration of application by committee shall be relevant for award of marks)

8. **Dependent Minor Children**

(10 Points)

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

(The details of the dependent minor children at the time of death of the employee, is to be certified by the institute on the basis of the service records of the deceased employee. The minority status of children at the time of consideration of the application by the committee shall be relevant for award of marks)

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

(The details of the unmarried major son upto 25 years of age and dependent major son physically and mentally challenged without age limit, at the time of death of the employee, is to be certified by the institute on the basis of the service records of the deceased employee. In case of physically and mentally challenged son; the disability certificate from authorized signatory of notified medical authority and countersigned by CMO/Medical Superintendent/Head of Government hospital, in case the certificate is issued by the medical authority who in not a permanent govt. servant, has to be produced by the applicant)

10. **Educational Qualifications of the applicant**

(05 Points)

Sl. No.	Educational Qualifications of the applicant	Weightage Points
1.	Graduate and above	03
2.	12th	04
3.	Below 12th	05

(Attested copies of the educational qualifications of the applicant may be enclosed)

11. **Age of the applicant**

(05 Points)

Sl. No.	Age of the applicant	Weightage Points
1.	Above 40	05
2.	Between 35-40	04
3.	Between 30-35	03
4.	Below 30	02

(The age of the applicant is to be certified by the institute on the basis of birth certificate/10th certificate/PAN Card/service records)

- **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 principle that the widow needs to be given preference for compassionate appointment.**

- **In case there is a tie, the preference shall be given to the family of the most recently deceased employee.**

Annexure – II

AFFIDAVIT

Affidavit to be given on Indian Non-Judicial Stamp Paper of Rs.100/- and duly attested by Notary Public

I, _____ Son/Daughter/Wife of _____ residing at _____do hereby solemnly affirm and declare as under: -

1. That I am a citizen of India.

2. That the total annual income of earning members of my family and income from property is Rs. _____.

3. That I along with my family members indicated have the following movable/immovable property:

   (i) Movable Property: _____

   (ii) Purchase price and date of purchase of movable property: _____

   (iii) Immovable Property: _____

   (iv) Current market value of the immovable property: _____

4. This affidavit is applied for submission of application for compassionate appointment.

5. That it is my true statement and I shall remain responsible for any false statement.

Deponent

Verification:

I, the above-named deponent, do hereby solemnly affirm and declare that the contents of this affidavit are true and correct to the best of my knowledge and belief and nothing has been concealed there from. If any of the facts mentioned are found to be incorrect or false at a future date, my services may be terminated.

Deponent