



23.08.2023

Scheme for compassionate appointment — Point Based Merit System and procedure for selection

1. The Department of Personnel & Training under the Ministry of Personnel, Public Grievances and Pensions is the nodal department for Government of India's Scheme for Compassionate Appointments. Accordingly, the DoPT has issued consolidated instructions on compassionate appointment under the Central Government vide O.M No.14014/2/2012-Estt. (D) dated 16.01.2013 for dealing with the requests/applications seeking appointment on compassionate grounds and disposal of such requests/applications thereof.
2. Subsequently, keeping in view the objective of the scheme, DoPT has time and again reviewed/modified the exiting instructions (available on www.dopt.gov.in) and the most recent release is w.r.t. No.DOPT-1667555281194, ESTT.(Estt. D) dated 2nd August, 2022, issued by the Government of India, Ministry of Personnel, Public Grievances & Pensions, Department of Personnel and Training.
3. Keeping in view the objective of the Compassionate Appointment Scheme & the revised instructions of DoPT, it is planned to adopt a Relative Merit Point System(RMPS) for assigning weightage to various attributes of the applicant for compassionate appointment at the National Institute of Technology Tiruchirappalli.
4. The offer for compassionate appointment shall be made to the highest score earner. A system of allocation of points for various attributes based on a hundred point-scale viz., Relative Merit Point System, is enclosed as Annexure -I.
5. A competent committee has been appointed and the committee has recommended and approved the Relative Merit Point System detailed in Annexure -I, to perform a balanced and objective assessment of the eligible applicants to be considered under compassionate grounds, based on the relative merit arrived at.
6. The applicants considered for compassionate appointment would be appointed within the prescribed ceiling of 5% of the direct recruitment vacancies of Group C posts (5 numbers of posts).



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Information on Compassionate Ground Appointment

7. While applying 100 points scale parameters, as mentioned in Annexure-1, if situation arises that some candidates secure equal marks in merit and Competent Authority is unable to decide the merit of such candidates, then the following tie breaking factors would be considered in the following order, to take up the final decision:

i. Per dependent available income, that is, total of first three financial parameters prescribed in Annexure -1, (Annualized Monthly Family Pension, Total Terminal Benefits and annual income of earning members and income from property) 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.**

ii. Left-over service of Government servant. **Applicants related to Government servant with higher left-over service would be considered over the one with lesser left-over service.** It is believed that the longer the left-over service of the deceased, the more is the impact on the family.

iii. No. of physically/mentally challenged dependents & unmarried daughter(s). **The applicant having more number of such dependants would be given preference over the applicant having lesser number of dependents comparatively.**

iv. Age of the applicant. **Elder applicant would be given preference over the younger one relatively.**

8. The tie breaking factor(s) in the order indicated above would 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. Also, the order of the above factors would be strictly followed, in case of tie arising after applying the preceding factor.

9. 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 DoPT would be strictly followed for assessing comparative merit of the applicants for compassionate appointment.



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10. The relevant documents in support of the relative merit point system as per the Annexure-I may be submitted by the eligible candidates who claim to apply for compassionate appointment, to the **Registrar, National Institute of Technology Tiruchirappalli, on or before 5.30 p.m. of 6th September, 2023.**

11. The applications already submitted need not be re-submitted if there are no updates. If any updates are there, then additional supporting documents alone may be submitted. The applicants are instructed to submit the following:

1. Income certificate for the financial year 2022 – 2023.

2. Details of movable / immovable property as on March 31st, 2023.

3. Undertaking as per Annexure – II stating that he/she will maintain properly the other family members who were dependent on the Government servant 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.

4. Affidavit on stamp paper – declaration/acceptance by other dependents for the applicant submitting application.

12. If the documents submitted by any applicant is found to be false/incorrect, the application of the candidate would be summarily rejected without any intimation. Further, even after the issue of offer of appointment and consequent upon joining the duty, if any false/incorrect information is found to be submitted, it may lead to cancellation of the offer of appointment and / or termination of the services forthwith.

Chairperson

Registrar (i/c)

Recruitment Cell.

NITT.

Annexure I

New Relative Merit Point System (RMPS) for consideration of cases for Compassionate appointments

(A) 100 Point Criterion with 10 variables

(i) Basic family pension/pension/monthly amount received under NPS (Max 20 Points)

SN	Slabs (In Rs.)	Points
1	U to 12500/-	20
2.	12501/-to 15500/-	18
3.	15501/- to 18500/-	16
4.	18501/- to 21500/-	14
5.	21501/- to 24500	12
6.	24501/- to 27500/-	10
7.	27501/- to 30500/-	08
8.	30501/- to 33500/-	06
9.	33501/- to 36500/-	04
10.	36501/- to 39500/-	02
11.	Above 39500/-	00

Note: To be verified from service records and certified by the Divisional/Regional/Circle Authorities.

(ii) Lump sum amount received by the family on death/ retirement on medical grounds of the Government servant (DCRG, CGEGIS, GPF/Lump sum amount received under NPS & Leave Encashment) — (Max 10 Points)

SN	Slabs (In Rs.)	Points
1	U to 500000/-	10
2.	500001/- to 650000/-	09
3.	650001/- to 800000/-	08
4.	800001/- to 950000/-	07
5.	950001/- to 1 100000/-	06
6.	1100001/- to 1250000/-	05
7.	1250001/- to 1400000/-	04
8.	1400001/-to 1550000/-	03
9.	1550001 to 1700000/-	02
10.	1700001/- to 1850000/-	01
11.	Above 1850000/-	00

Note: To be verified from service records and certified by the Divisional/Regional/Circle Authorities.

(iii) Monthly income of earning member(s) of family and income from property (Max 05 Points)

SN	Slabs (In Rs.)	Points
1.	No income	05
2.	7500/- or less	04
3.	7501/- to 10500/-	03
4.	10501/- to 13500/-	02
5.	13501/-to 16500/-	01
6.	16501/- and above	00

Note: To be verified from the documents (like bank statement, ITR, certificate from Revenue Authorities, statement of employer etc.) and affidavit produced by the applicant and verified by the Divisional/Regional/Circle Authorities.

(iv) Immovable/Movable Property including fixed deposit/bank deposits/investments etc., but excluding the Lump sum amount as mentioned in (ii) above - (Max 05 Points)

SN	Slabs (In Rs.)	Points
1.	Nil/-	05
2.	U to 500000/-	04
3.	500001/- to 1000000/-	03
4.	1000001/- to 2000000/-	02
5.	2000001/- to 3000000/-	01
6.	Above 3000000/-	00

Note: To be verified from the documents/affidavit/certificate from Revenue/Municipal Authorities/concerned departments etc., produced by the applicant and verified by the Competent Authorities.

(v) No. of dependents (Max 06 Points)

SN	No. of Dependents	Points
1.	3 and above	06
2.	02	04
3.	01	02
4.	00	00

Note: To be verified from service records and certified by the Competent Authorities.

(vi) No. of Unmarried Daughters (Max 08 Points)

SN	No. of unmarried daughters	Points
1.	2 and above	08
2.	01	04
3.	00	00

Note: To be verified from the documents/affidavit/certificate issued by Revenue/Municipal Authorities produced by the applicant and verified by the Competent Authorities.

(vii) No. of Minor Children (Max 08 Points)

SN	No. of minor children	Points
1.	2 and above	08
2.	01	04
3.	00	00

Note: To be verified from service records and certified by the Competent Authorities.

(viii) Left over Service (Max 14 Points)

SN	Left over service	Points
1.	Over 25 Years	14
2.	Over 20 years & upto 25 Years	12
3.	Over 15 years & upto 20 years	10
4.	Over 10 years & upto 15 years	08
5.	Over 05 years & upto 10 years	06
6.	Over 02 years& upto 05 years	04
7.	Less than 02 years	02

Note: To be verified from service records and certified by the Competent Authorities.

(ix) Points for immediate relief (Max 20 Points)

SN	Age of cases	Points
1.	U to I Year	20
2.	Over I year & up to 2 Years	16
3.	Over 2 years & up to 3 Years	12
4.	Over 3 years & up to 4 Years	08
5.	Over 4 years & up to 5 Years	
6.	More than 5 ears	00

Note: To be verified from service records and certified by the Competent Authorities.

(x) Person with disabilities and chronic disease cases (Max 04 Points)

SN	Description	Points
1.	If the applicant is a Person with Disability	04
2.	If the dependent family member (other than the applicant) is Person With Disability	03
3.	If the dependent family member is suffering from AIDS, Cancer, Kidney failure, heart attack, liver cirrhosis, Organ transplantation of liver/heart/kidney, Alzheimer.	02

Note: The disability as defined by DoP&T for reservation for persons with Disabilities from time to time for appointment in Central Government will be ensured. Related certificates to be obtained accordingly.

(B) Bonus Points

Bonus Points to Widow/Wife: In addition to the points allotted under RMP, 15 Bonus points will be allotted to applicant if she is the widow of the deceased employee/ wife of an employee who has retired on medical grounds.

XXXXXXXXXX

ANNEXURE - II
UNDERTAKING

I, Shri/Smt
son/daughter/wife/husband of Late Shri/Smt,
resident of

.....
.....
.....

(full address) hereby undertake that:

i) I am married since (Date of marriage.....), and the names of my spouse and children are as follows.

- a)
- b)
- c)

ii) I am unmarried.

**Please strike off either (i) or (ii), whichever is not applicable.

Place

Date

Signature

(Name in Block letters)

**Consent letter from the other dependent family members of Late Shri/Smt
.....(Designation)**

DEA

Subject: Application for appointment under the Compassionate category.

Reference: Application dated..... from Shri/Ms.

Shri/Smt....., Son/Daughter/Wife/husband
of Late Shri/Smt (deceased Govt.
servant) has applied for grant of appointment on compassionate grounds to the
dependent family members of the Government servant dying in harness.

2.We, the following other dependent family members of the deceased
Government servant Shri/Smt....., have no objection
if the said and appointment is given to the applicant Shri/Smt.
..... and hereby give our consent for the same,

**Name, address and dated signatures of all the adult dependent family
members of the deceased Govt. servant (other than the applicant)**

(1)

(2)

(3)

(4)

Affidavit on stamp paper

I,, son/ daughter/widow/widower of
Shri/Smt. (deceased Govt. servant),
Resident of

.....
have submitted an application for grant of appointment on compassionate grounds to a dependent family member of Govt. servant (dying in harness) or who retired on medical grounds, vide my application dated

I hereby solemnly affirm and declare as follows:

1. That, I am one of the dependent family members of the deceased Govt. servant Shri/Smt. and other adult dependent family members, whose details are given below have given consent that I may be considered for grant of appointment under compassionate category.

2. That, the details of all the dependent family members of the deceased Govt. servant Shri Smt..... are as follows (**including the applicant**):

(Note: In case a married dependent daughter is such applicant, details of marital family i.e. husband/children along with present address/occupation should also be provided).

S. No	Name & address of the dependent family member	Relation-ship with deceased	Sex	Date of birth/ age	Marital Status	Whether employed, if yes, details, whether in Govt./ Semi Govt./ Pvt./ Regular/ Temporary/ Daily Wages	Monthly income/earning from all sources Including employment, business, rental income, Income from property etc.
1							
2							

3								
4								
5								
6								
7								
8								
9								
		Total monthly income of the family (including applicant)						

3. I also hereby declare that out of the dependent family members stated in para 2 above, following are the unmarried daughters of the deceased Govt. servant Shri/Smt.....:

Sl.No.	Name	Date of birth/age	Educational Qualification	Occupation
1				
2				
3				
4				
5				

4. That, the details of movable/ immovable property, either in the name of deceased Govt. servant Shri/Smt..... or myself or any other dependent family member of the deceased are as follows:

- i. No. of 2-wheeler vehicles (Scooter/ Motorcycle etc.):
- ii. No. of 4-wheeler vehicles (car/ jeep etc.)
- iii. Details of the residential property:

Location& details	Plot area (in sq.ft)	Built up area (in sq.ft.)	Whether used for self occupation or rented out	If rented out, the monthly rental income

iv. Agricultural Land:

Location& details	Areas (in Acres)	Monthly Income if any, from Agricultural Land

v. Commercial Property:

Location& details	Areas (in Sq. Ft.)	Monthly Income if any, from Commercial Property

Total Monthly income from immovable property: Rs.
(Total of residential, agricultural & commercial)

5. That, the following are the details of liabilities in the name of deceased Govt. servant Shri/ Smt and / or dependent members of the deceased Govt. servant. (bank loans/Govt. loan/ loans from other reputed lending agencies to be given, but excluding private/ family loans which are non-verifiable, as on the date of death of Govt. servant):

S.No.	Nature of loan	Amount (as on date of death of deceased)	Copies of documents enclosed in support of claim
(i)	Bank loans payable		
(ii)	Govt. loans payable		
(iii)	Loans from other lending agencies payable		

(iv)	Other tangible liabilities verifiable as per documents/ specify)		
	Total		
Please enclose relevant document/certificates from the banks/ lending institutions.)			

6. I hereby also declare and undertake that on getting appointment under the compassionate category, I will support the other dependents/ family members of the deceased Shri/ Smt., including minor children and unmarried daughters.

(Applicant)

Deponent

Verification: Verified at (place), this day that the contents of the Affidavit are true and correct to the best of my knowledge and belief and nothing has been concealed therein.

Deponent

(Applicant)