

PROCEDURE BEING FOLLOWED FOR CONSIDERING THE APPLICATIONS RECEIVED FROM THE DEPENDENTS OF DECEASED OFFICIALS OF CENTRAL SILK BOARD FOR COMPASSIONATE APPOINTMENT

The Department of Personnel & Training, Govt. of India vide Office Memorandum No.14014/6/94-Estt(D) dated 09.10.1998 has notified the Compassionate Appointment Scheme, which is being followed by the Central Silk Board (CSB), for considering the applications received for compassionate appointment in CSB. A copy of the Scheme along with consolidated instructions issued on 16.01.2013 and Frequently Asked Questions (FAQs) on Compassionate Appointment issued on 30.05.2013 by the Department of Personnel & Training have been posted on the Central Silk Board Website.

The gist of the aforesaid Scheme followed in CSB is indicated below:-

Compassionate appointment can be made only upto 5% of vacancies falling under direct recruitment quota in Group 'C' posts (including erstwhile Group 'D' posts) in a 'recruitment year'. The lower age limit fixed by the Govt. of India for compassionate appointment is 18 years and therefore, minor children of deceased Government Servants are not eligible for compassionate appointment. Further, Married son is not considered dependent on a Government Servant and he is not eligible for compassionate appointment.

As per the Compassionate Appointment Scheme, spouse, son (including adopted son), and daughter (including adopted daughter) in the case of married Government servant and brother or sister in the case of unmarried Government servant are considered dependent Family Members for the purpose of consideration of appointment on compassionate grounds.

There is a prescribed proforma by the Govt. of India for seeking employment on compassionate grounds by the dependents of Government Servants dying while in service. Further, another proforma has been prescribed by the Central Silk Board for submission of assets and other details by the dependents of deceased officials. These two proformas have also been posted on the CSB Website, which can be downloaded and used.

When the dependents submit applications in the prescribed proforma for compassionate appointment, an Officer from the nearby or local CSB Unit is deputed to the house of the deceased employee so as to meet the family members and ascertain whether the details furnished by them in the applications are correct. The Officer after thoroughly examining all the information furnished in the application form, certifies the correctness of the particulars furnished by the dependents and forward the same to Central Office for taking further necessary action.

The duly filled in applications received from the dependents of the deceased officials seeking compassionate appointment are placed before the Compassionate Appointments Committee constituted by the Member-Secretary, CSB. The Compassionate Appointments Committee is headed by a Director and there are two Officers functioning as Members, out of whom one Member belongs to SC/ST Community. The Committee meets regularly every quarter and examines the details furnished by the dependents in the prescribed proforma for assessing the financial / economic condition of the family and priority in each case is decided by allocating points to each of the Applicants based on various attributes viz. (a) Quantum of Family Pension, (b) Quantum of Terminal Benefits, (c) Monthly Income of earning members and income from property, (d) Value of Movable / Immovable Property, (e) No. of Unmarried Daughters, (f) No. of Minor Children, (g) Left over service in respect of the deceased official. Further, if the wife of the deceased official seeks compassionate appointment for herself, she will get 15 additional points. The criteria fixed for awarding Relative Merit Points to various attributes has also been posted on the CSB Website.

The Committee, which meets once in a quarter, after examining all the applications and allocating Relative Merit Points to the applicants based on various attributes, prepares a Priority List recommending compassionate appointment to the most deserving candidates based on their economic condition within the 5% quota. Based on the approval of the Member Secretary, CSB who being the Appointing authority, compassionate appointment is offered to the candidate so recommended by the Committee.

The original Scheme dated 09.10.1998, FAQ etc., posted on the CSB Website may be referred for further details.