



Annexure-I

CENTRAL SILK BOARD
BANGALORE – 560 068

Subject:- Scheme for Compassionate Appointment – Relative Merit Points and revised procedure for selection.



The objective of the Scheme for Compassionate Appointment is to grant appointment on compassionate grounds to a dependent family member of an employee dying in harness or who is retired on medical grounds, thereby leaving his family in penury and without any means of livelihood. It is to relieve the family of the employee concerned from financial destitution and to help it get over the emergency.

The efficacy of the Scheme is based on its transparency, which is foremost and hence while considering a request for appointment on compassionate grounds by a committee, a balanced and objective assessment of the financial condition of the family has to be made taking into consideration its assets and liabilities and all other relevant factors such as the presence of earning member, size of the family, age of the children and the essential needs of the family etc. This is done to assess the degree of indigence among all the applicants considered for compassionate appointment within the prescribed ceiling of 5% of the direct recruitment vacancies in Group-C posts. In order to achieve the objective of the scheme of the Compassionate Appointment and to ensure complete transparency, and also merits & cases are conveniently decided by allocating points to the applicants based on various attributes in the references of DoPT from time to time, a system of allocation of points to various attributes was worked out based on a hundred point-scale and the same was introduced in CSB in March, 2010.

Consequent upon implementation of the 7th CPC pay structure for CSB employees, the financial parameters are required to be revised again. Therefore, it has been decided to revise the Relative Merit Points and procedure for selecting the most indigent applicants for compassionate appointment after death/medically boarding out of the Government servant on whose income the family was wholly dependent. Accordingly, with the approval of the competent authority, various parameters on the 100-point scale of weightage system stand revised as under with immediate effect:-

Contd....2/-



-2-

- (a) Basic Family Pension / Monthly Amount received under National Pension System
(20 points)

| Points | Slab (Rs.) |
|--------|------------------|
| 20 | Upto 9000 |
| 18 | 9001-11,500 |
| 16 | 11,501-14,000 |
| 14 | 14,001-16,500 |
| 12 | 16,501-19,000 |
| 10 | 19,001-21,500 |
| 08 | 21,501-24,000 |
| 06 | 24,001-26,500 |
| 04 | 26,501-29,000 |
| 02 | 29,001-31,500 |
| 00 | 31,501 and above |

- (b) Lump sum amount received by the family on death of Govt. servant (i.e. DCR Gratuity, GPF/PPF A/c balance, Leave Encashment, CGEGIS etc.) / Lump sum Amount received under NPS etc.

(10 points)

| Points | Slab (Rs.) |
|--------|---------------------|
| 10 | Upto 10,00,000 |
| 09 | 10,00,001-11,87,500 |
| 08 | 11,87,501-13,75,000 |
| 07 | 13,75,001-15,62,500 |
| 06 | 15,62,501-17,50,000 |
| 05 | 17,50,001-19,37,500 |
| 04 | 19,37,501-21,25,000 |
| 03 | 21,25,001-23,12,500 |
| 02 | 23,12,501-25,00,000 |
| 01 | 25,00,001-26,87,500 |
| 00 | 26,87,501 and above |

- (c) Annual income from movable/immovable property as well as Annual Income earned by other member(s) of the family

(05 points)

| Points | Slab (Rs.) |
|--------|--------------------|
| 05 | Nil |
| 04 | 1-1,05,000 |
| 03 | 1,05,001-1,35,000 |
| 02 | 1,35,001-1,65,000 |
| 01 | 1,65,001-1,95,000 |
| 00 | 1,95,001 and above |

Contd.....3/-



-3-

- (d) Movable / immovable property of the family (Latest Market Value) including, LIC/PLI, Fixed Deposit/Bank balance etc. but excluding the lump sum amount received as mentioned in (b) above

(10 points)

| Points | Slab (Rs.) |
|--------|---------------------|
| 10 | Nil |
| 08 | Upto 5,00,000 |
| 06 | 5,00,001-10,00,000 |
| 04 | 10,00,001-15,00,000 |
| 02 | 15,00,001-20,00,000 |
| 00 | 20,00,001 and above |

- (e) Number of Dependents

(15 points)

| Points | Dependents |
|--------|-------------|
| 15 | 3 and above |
| 10 | 2 |
| 05 | 1 |
| 00 | None |

- (f) Number of Unmarried daughters

(15 points)

| Points | Unmarried daughters |
|--------|---------------------|
| 15 | 3 and above |
| 10 | 2 |
| 05 | 1 |
| 00 | None |

- (g) Number of Minor Children

(15 points)

| Points | Minor Children |
|--------|----------------|
| 15 | 3 and above |
| 10 | 2 |
| 05 | 1 |
| 00 | None |

- (h) Left over service

(10 points)

| Points | Left over service |
|--------|-------------------------------|
| 10 | Over 20 years |
| 08 | Over 15 years & upto 20 years |
| 06 | Over 10 years & upto 15 years |
| 04 | Over 5 years & upto 10 years |
| 02 | Upto 5 years |

Contd...4/-



-4-

The revised guidelines will take place with immediate effect. However, cases already considered by the Compassionate Appointment Committee constituted for considering requests for compassionate appointment as per the previous guidelines need not be re-opened.

The above system of weightage not only awards objectivity to the entire method but also ensures complete transparency and uniformity in the selection process.
