

**F.No.19(3/2009/D(Lab)**  
**Government of India**  
**Ministry of Defence**

New Delhi, the 22<sup>nd</sup> January, 2010,

**Subject :** Scheme for Compassionate appointment – Relative Merit Points and Revised Procedure for selection.

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The undersigned is directed to refer to the Ministry of Defence ID Note No. 19(4)/324-99/1998-D(Lab) dated 9.3.2001 on the above mentioned subject and to say that the existing 100 point scale for assessing the merit of the candidate for grant of appointment on compassionate ground in the various HQrs of the Ministry of Defence have been reviewed in the light of 6<sup>th</sup> Central Pay Commission (CPC) recommendations in respect of enhanced pension, gratuity and other terminal benefits accepted by the Government and also increase in the value of movable and immovable property including the suggestions given by the various HQrs offices of Indian National Defence Workers Federation etc. After the implementation of the 6<sup>th</sup> Central Pay Commission recommendations, the point allotted to various aspects i.e. family pension and terminal benefits etc have become redundant. Accordingly suggestions/opinion of the various HQrs of subordinate offices in the Ministry of Defence were called for, for deciding the revised points. After considering the suggestions/opinion received from various HQrs and Federation, it has been decided by the Competent Authority that the **revised point based on a 100 point scale as indicated below be adopted** in place of 100 point scale circulated vide ID Note dated 9.3.2001 referred to above for assessing the merit of the candidate for grant of appointments on compassionate grounds in the HQrs of Ministry of Defence.

**(i) FAMILY PENSION (in Rupees)**

Upto 3500	- 20
3501 – 4500	- 18
4501 – 5500	- 16
5501 - 6500	- 14
6501 – 7500	- 12
7501 - 8500	- 10
8501 – 9500	- 08
9501 and above	- 06

**(ii) TERMINAL BENEFITS (in Rupees)**

Upto 4,00,000	- 10
400001 – 475000	- 09
475001 – 550000	- 08
550001 - 625000	- 07
625001 – 700000	- 06
700001 - 775000	- 05
775001 – 850000	- 04
850001 – 925000	- 03
925001- 1000000	- 02
1000001 and above	- 01

(iii) Monthly Income, of earning member(s) and income from Property.

No. income	-	05
Rs.3500 or less	-	04
Rs.3501 - 4500	-	03
Rs.4501 - 5500	-	02
Rs.5501 - 6500	-	01
Rs.6501 above	-	nil

(iv) Movable/Immovable Property (Latest Market Value in Rs.)

Nil	-	10
Upto 2,00,000	-	08
Rs.200001 - 400000	-	06
Rs.400001 - 700000	-	03
Rs.700001 & above	-	01

2. The weightage fixed above is to be strictly followed for assessing comparative merit keeping in view the instructions issued by the DoP&T/MoD, as amended from time to time.

3. These guidelines being meant for various HQrs/Subordinate Offices/IS Organisations of the Ministry of Defence, be brought to the notice of all concerned for information and compliance so as to ensure appropriate action in all cases of compassionate appointment including cases coming up before the Hon'ble CAT/Courts.

  
(Angra Ram)  
22/1/20

Under Secretary to the Govt of India.

1. Army HQrs/AG Coord (a)/MP 4 (Civ) (a), 2. Naval HQrs/CP Dte/CP(NG), 3. Air HQrs/PC-5, 4. D(Air-III), 5. D(B&C), 6. DPR/PRX, 7. D(R&D), 8. D(Fy.II), 9. D(N-II), 10. D(AG), 11. D(Works.II), 12. D(O-II), 13. D(Med), 14. D(Mov), 15. D(GS-VI), 16. D(GS.II), 17. D(QS), 18. D(QA), 19. PO(Def), 20. D(Q&C), 21.D(Estt.I/Gp.II), 22. CAO(R-1)

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(i) OS Dte/OS 8C (ii), (ii) EME Civ (2), (iii) DGDE, /Asst. DG(Adm), (iv) DAD(Coord) (v) DGAFMS/DG IC, (vi) DGQA (Adm/7A) (vii) ~~DGQA~~ADM II (viii) DGNCC(Pers 'C') (ix) GS Br./SD-7 (Adm Civ) (x) GS/MT-7, (xi) QMG/ST-12, (xii) Sigs. 4(c), (xiii) E-in-C's Branch/EIC(4) (xiv) Coast Guard HQrs/Dte of Pers (xv) Dy CGDA(Proj), CGDA, (xvi)DRDO/ DOP-9, (xvii) O/o Secy, BRDB, (xviii) HQ IDS/ DOP