GOVERNMENT OF JAMMU AND KASHMIR
GENERAL ADMINISTRATION DEPARTMENT
Civil Secretariat, J&K.

Notification

Srinagar, the 6th September, 2022

S.O. 429.- In exercise of the powers conferred by Article 309 of the Constitution of India, the Lieutenant Governor is pleased to make the following Scheme, namely:-

1. **Short title and commencement:** (I) This Scheme may be called the Jammu and Kashmir Rehabilitation Assistance Scheme, 2022.

(II) The Scheme shall be deemed to have come into force from the 6th day of September, 2022.

2. **Application of Scheme:-** The Scheme shall apply to the dependent family member of a Government Employee who:-

i. Dies in harness.
ii. Retires on invalid pension.
iii. Dies as a result of militancy related action or due to enemy action on the Line of Control/International Border within Jammu and Kashmir and is not involved in militancy related activities;

Note I: "Dependent Family Member" means:

a. spouse; or
b. son/daughter (including adopted son/daughter as permissible under law).
c. Brother or sister in the case of an unmarried Government servant who was wholly dependent on the Government servant.

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.

3. Authority Competent to make appointments/ grant monetary compensation.

a. Administrative Secretary, General Administrative Department shall be competent authority to make Compassionate Appointments and grant monetary compensation under this Scheme.
b. The Lieutenant Governor through Chief Secretary in Coordination, as per the Procedure for Transaction of Government Business in the Union Territory of Jammu and Kashmir shall be the competent authority for making compassionate appointments in the case (s) where relaxation (s) is/are involved.

4. POSTS TO WHICH SUCH APPOINTMENTS CAN BE MADE:

Multi Tasking Staff or equivalent or lowest non-Gazetted cadre posts in the Department.

5. ELIGIBILITY:

A. For Compassionate Appointments:

a. Applicant should be the dependent family member of the deceased Government employee;
b. Applicant should be eligible and suitable for the post in all respects under the provisions of the relevant Recruitment Rules.
c. Applicant, who is a Graduate or having higher qualification, can also be considered for appointment against a lowest non-gazetted post/Multi Tasking Staff post notwithstanding the bar on higher qualification prescribed in the extant Rules.
d. Applicant shall be assessed with regard to the Relative Merit Points Assessment Scheme (RMPAS) on a 100 point scale and will be required to meet the standards laid down for compassionate appointment with regard to RMPAS:

Provided that if the applicant fulfils the eligibility criteria prescribed in this Scheme for compassionate appointment into the Government service and is considered for compassionate appointment under this Scheme, he or she will have option to refuse the appointment and in case the applicant chooses to do so, he or she will be entitled to a monetary compensation of Rs 5 lakh in lieu of appointment on compassionate grounds in the Government service.

B. **For Monetary Compensation**:

a) Applicant should be the dependent family member of the deceased Government employee;
b) Applicant shall be assessed with regard to the Relative Merit Points Assessment Scheme on a 100 point scale and the dependant, who does not meet the standards laid down for compassionate appointment to the

Government service with reference to RMPAS shall be considered for grant of monetary compensation.

c) The dependants of the deceased employees shall be paid monetary compensation of Rs 5 lakhs. The liability to pay compensation on the part of the Government would arise from the date of the order passed by the authority competent to sanction the monetary compensation

C. Support for Self Employment:

The Government may also support the application of the dependents, if he/she so requests, under various self employment/Government sponsored employment generating schemes to the banks for obtaining credit as per the laid down norms for setting up a manufacturing unit or a trading venture.

6. EXEMPTIONS:

A. Compassionate appointments are exempted from Recruitment procedure i.e. recruitment on the basis of recommendations of the Service Selection Board or any other recruiting agency.

B. **Relaxations:**

a. Upper age and educational qualification prescribed in the relevant Recruitment Rules may be relaxed wherever found to be necessary. The lower age limit shall, however, in no case be relaxed below 18 years of age. The powers of relaxation of upper age shall vest with the Lieutenant Governor through Chief Secretary in coordination.

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

7. DETERMINATION/AVAILABILITY OF VACANCIES:

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

b. Compassionate appointments shall be made in a centralized manner in General Administration Department. The applicants will submit their applications along with the prescribed documents electronically on a designated portal administered by General Administration Department and the latter will electronically process the applications with regard to the provisions laid down in this Scheme and up to a maximum of 5% of vacancies in a financial year falling under direct recruitment quota in Multi Tasking Staff and lowest Non-Gazetted cadre across all the departments. General Administration Department shall every year hold back upto 5% of vacancies in the aforesaid categories across all the departments to be filled by direct recruitment through J&K Services Selection Board or otherwise, so as to fill such vacancies by appointment on compassionate grounds.

c. The vacancies against which compassionate appointments can be considered under this Scheme shall be computed every year as on first January of the year in which compassionate appointments are to be made. The list of the vacancies along with their designations available for compassionate appointments during the year shall be put out in the public domain. The total vacancies so computed for a given year shall be earmarked for appointments to be made on compassionate grounds quarter-wise on pro rata basis. A merit list of the eligible applicants shall be prepared and put out in the public domain annually having regard to the criteria laid down in the RPMAS and the applicants having higher merit shall be considered for compassionate appointments in a given quarter against the posts earmarked for the said quarter. There may arise a situation where eligible applicants may exceed the posts available in a given quarter. In that situation, the list of the eligible applicants shall be carried forward to the next quarter and the applicants considered against the posts available in that quarter. This process will continue on a roll over basis from quarter to quarter in a year and the applicant shall be eligible to be considered for compassionate appointment up to and including the fifth year from the date of application submitted by the applicant after which he or she will be delisted. The unfilled vacancies in a year shall be carried forward to the next year and shall be available for appointment on compassionate grounds under this Scheme. 5% of the total vacancies identified for compassionate appointments in a particular year shall be available for consideration in relaxation of rules with the approval of Chief Minister/Lieutenant Governor through Chief Secretary in Coordination.

d. A person selected for appointment on compassionate grounds shall be adjusted in the recruitment roster against the appropriate category i.e., SC/ST/ OBC/General, depending upon the category to which he/she 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 meant for General category.

e. The ceiling of 5% of direct recruitment vacancies for making compassionate appointment shall not be exceeded by utilizing any other vacancy except in the case of the Government servants who may die as a result of militancy related action or due to enemy action on the Line of Control/International Border within Jammu and Kashmir and is not involved in militancy related activities, where the General Administration Department shall be competent to utilize a vacancy over and above the prescribed percentage.

f. The compassionate appointment can also be made against technical 'posts' at Multi Tasking Staff and lowest Non-Gazetted cadre subject to fulfillment of eligibility/qualification as prescribed in the recruitment rules.

8. TIME LIMIT FOR CONSIDERING APPLICATIONS FOR COMPASSIONATE APPOINTMENT/MONETARY COMPENSATION:

Subject to availability of a vacancy in case of compassionate appointment, an application for compassionate appointment/monetary compensation shall be considered and disposed of under the Scheme as far as possible within a year of the receipt of the application/ request and decision taken on merit in each case.

9. APPLICATION FOR COMPASSIONATE APPOINTMENT/ MONETARY COMPENSATION:

The applicant shall submit the application for compassionate appointment/monetary compensation online under the Jammu and Kashmir Rehabilitation Assistance Scheme, 2022 on the designated portal. The departments shall not consider requests for compassionate appointment or grant of monetary compensation of/to the dependants of the deceased who may die in harness or as a result of militancy related action or due to enemy action on the Line of Control/International Border within Jammu and Kashmir and is not involved in militancy related activities or retires on invalid pension, if the same is not made within one year of the death/retirement on invalid pension of the Government servant.

10. WHERE THERE IS AN EARNING MEMBER IN THE FAMILY:

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/monetary compensation. Before approving such appointment/compensation, the Competent Authority shall satisfy itself that grant of compassionate appointment/monetary compensation 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 shall not be a source of support to other members of the family and take decision accordingly.
b. In cases where any member of the family of the deceased 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. In order to quantify the element of compassion in such cases in a more

structured and rational manner the parameters containing 100 point weightage system (RMPAS) shall be adopted, which shall facilitate in deciding the cases in a transparent, unbiased and objective manner in future.

11. MISSING GOVERNMENT SERVANT

Cases of missing Government servants shall also be covered under the Jammu and Kashmir Rehabilitation Assistance Scheme, 2022 subject to the following conditions:-

a. A request to grant the benefit of compassionate appointment/ monetary compensation shall not be considered after a lapse of one year from the date from which the missing Government servant is pronounced/declared dead under the Rules, 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;

   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 organization or suspected to have gone aboard.

b. 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;
c. While considering such a request, the results of the Police investigation shall also be taken into account; and
d. A decision on any such request for compassionate appointment/monetary compensation shall be taken only at the level of the General Administration Department.

12. PROCEDURE:

i. General Administration Department shall appoint a Welfare Officer in each Administrative Department. The Welfare Officer of such Department where an employee has died or retired on invalid pension shall meet the members of

the family of the Government servant in question immediately after his death to advise and assist them in getting appointment on compassionate grounds/monetary compensation. The applicant shall be called in person at the very first stage and advised in person about the requirements and formalities to be completed by him.

ii. The Welfare Officer in each Department 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 at the earliest possible, preferably, within 30 days of death.

iii. In case it is observed by the Welfare Officer that the condition of the family of the deceased Government Servant is indigent, the family shall be apprised of the J&K Rehabilitation Assistance Scheme, 2022.

iv. In such cases, the Welfare Officer shall assist the family member of the deceased Government servant in applying for appointment/monetary compensation on compassionate grounds. All assistance shall be extended to enable such a family member to fill the Application Form online for compassionate appointment/monetary compensation. The applicant shall be advised in person about the requirements and formalities to be completed by him. The applicant shall also be given detailed information of the posts to which they can apply.

v. Keeping in view the administrative requirement in processing applications for compassionate appointment/monetary compensation, the form as in **Annexure-II** may be used for ascertaining necessary information which consists of three parts as under:

S. No.	Part	Title
1.	A	Form for seeking Compassionate appointment/monetary compensation by dependents of Government servants deceased while in service or retired on medical grounds.
2.	B	To be filled by the Office in which employment is proposed.
3.	C	Relative Merit Points Assessment on a 100- point scale for compassionate appointment/monetary compensation.

vi. The applicant shall duly fill up the prescribed proforma online and the same shall be used to ascertain necessary information and for further processing of the case of compassionate appointment/monetary compensation.

vii. After successful online submission of the application, an applicant shall receive an acknowledgement in the shape of a Unique Registration

Number. The applicant may also be informed through email or other digital modes of communication of their Unique Registration Number.

viii. The concerned section in General Administration Department shall satisfy itself regarding the correctness of the details entered and submitted online in the prescribed Application form, family income/properties certified by Tehsildar concerned in the form annexed as Annexure-III 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 shall be added as supplementary Note to Application.

ix. The applications for compassionate appointment/monetary compensation shall be considered by the Committee consisting of three officers - one chairman and two members – in the General Administration department. The Committee shall be headed by an officer of the rank of Special Secretary/Director/Additional Secretary in the Department. The Welfare Officer in General Administration Department may also be made one of the members/ chairman of the Committee depending on his rank. Recommendation of the Committee shall be placed before the Competent Authority for a decision.

x. The Committee shall meet in the first week of the succeeding quarter to consider applications for compassionate appointments received in the previous quarter. In case a large number of applications are received in a quarter, the Committee shall be at liberty to meet as frequently as it may be necessary to consider the applications.

xi. Prior to every meeting of the Committee, the applicants whose applications are being considered, shall be informed, through emails 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 applications. However, the Applicant(s) would not be required to have any personal interaction, either with the Department or the Committee and that the applicants may not be asked to be present during the meeting of the Committee.

xii. Transparency and objectivity are the foremost aspects of scheme for compassionate appointment. A holistic assessment of the financial condition of the family has to be made taking into consideration factors like presence of earning member(s), size of family, age of children and the financial needs of family.

xiii. Every valid application shall be assessed strictly on the basis of the Point Based Merit System enclosed as Annexure - I.

xiv. While applying point based merit scheme (RMPAS) as mentioned above (Annexure-I), if situation arises that some candidates secure equal marks in merit and the Committee is unable to decide the merit of such candidates, in such cases the tie-breaking factor can be income available per dependent i.e. total of first three financial parameters prescribed in Annexure-I

(Pension annualized 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.

xv. In case of tie even after applying the factor of per dependent available income, then the left-over service of Government servant can be considered. This is suggested as it may be implied that longer the left-over service of the deceased, the more is the impact on the family. Applicants related to Government servant with higher left-over service would be considered over the one with lesser left-over service.

xvi. The Committee shall make a recommendation for appointment/monetary compensation on compassionate ground as per the total points obtained by each applicant, under the applicable Point Based Merit System (RMPAS).

xvii. The result of each round of selection in a given quarter shall be uploaded on designated portal. The points awarded against each parameter alongwith total merit points earned, may also be provided to the applicants through email or other forms of communication.

xviii. The minutes of each meeting of the Committee including the merit points earned by each Applicant shall 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 Department/Organization for information of all concerned.

xix. Recommendation of the Committee shall 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.

xx. Point based merit scheme imparts the necessary objectivity, homogeneity and transparency to the scheme for appointment/monetary compensation on compassionate grounds. Henceforth, it shall be followed strictly for assessing comparative merit of the applicants for compassionate appointment/monetary compensation.

13. UNDERTAKING FOR MAINTENANCE OF THE FAMILY OF THE DECEASED EMPLOYEE:

A person appointed on compassionate grounds under the Scheme shall give an undertaking in writing (as in Clause VI of Part A of Annexure-II) 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. Taking care of this situation, it shall be incorporated as one of the additional conditions in the appointment order applicable only in the case of appointment on compassionate grounds.

14. 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, shall be deemed to have ceased to exist. Therefore,

a. he/she shall 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 shall 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 shall invariably be rejected.

15. 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.

16. TERMINATION OF SERVICE:

The compassionate appointments can be terminated on the ground of non-compliance of any condition stated in the appointment order after providing an opportunity to the compassionate appointee by way of issuing of a show cause notice asking him/her to explain why his/her services cannot 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 this purpose.

In order to check its misuse, the power of termination of services for non-compliance of the condition(s) in the compassionate appointment shall vest with the General Administration Department.

17. Interpretation:

If any question arises about the interpretation of this Scheme, the decision of the Government in General Administration Department shall be final.

18. Repeal and Savings:

The Jammu and Kashmir (Compassionate Appointment) Rules, 1994, as amended from to time, are hereby repealed:-

Provided that such repeal shall not:

a. affect the action taken, orders issued or appointments made under the rules so repealed; or
b. affect the revival of such cases, as have been decided under the said rules, but fall within the ambit of this Scheme; or
c. affect the cases whether pending on the commencement of this Scheme or the cases where death of the person specified in rule 2 of the Jammu and Kashmir Compassionate Appointment Rules, 1994 has occurred prior to the commencement of this Scheme and all such cases shall be dealt with in accordance with the provisions of these rules viz. Jammu and Kashmir (Compassionate Appointments) Rules, 1994, as amended from to time.

By Order of the Lieutenant Governor.

(Dr. Piyush Singla) IAS,
Secretary to the Government

No. GAD-SRO/221/2022-09-GAD Dated: 06.09.2022

Copy to the :-

1. All financial Commissioners (Additional Chief Secretaries).
2. Director General of Police, J&K.
3. All Principal Secretaries to Government.
4. Director General, J&K IMPARD.
5. Principal Secretary to the Lieutenant Governor.
6. All Commissioner/Secretaries to the Government.
7. Chief Electoral Officer, J&K.
8. Joint Secretary (Jammu, Kashmir & Ladakh), Ministry of Home Affairs, GoI.
9. Principal Resident Commissioner, J&K Government, New Delhi.
10. Divisional Commissioner, Kashmir/Jammu.
11. All Heads of the Department/ Managing Directors.
12. All Deputy Commissioners.
13. Chairperson, J&K Special Tribunal.
14. Director Information, J&K.
15. Director, Achieves, Archaeology and Museums, J&K.
16. Secretary, J&K Public Service Commission/BOPEE.
17. Director Estates, Jammu / Kashmir.
18. Secretary, J&K Services Selection Board / All Advisory Boards.
19. General Manager, Government Press, Jammu / Srinagar.
20. Private Secretary to Advisor (B) to Lieutenant Governor.

21. Private Secretary to the Chief Secretary.
22. Private Secretary to the Principal Secretary to the Government, GAD.
23. I/c Website, GAD.
24. Government Order/Stock file.

ANNEXURE-I

Relative Merit Points Scheme For Allocation of Points for Various Attributes of Applicant for Compassionate Appointment/Monetary Compensation

Based on 100 Point Scale For Part-C of Annexure-II

i. **Family Pension (basic excluding DR & Allowances)**

(20 Points)

S. No.	Proposed Slab	Points
1.	Upto 10,000	20
2.	10,001-13,000	18
3.	13,001-16,000	16
4.	16,001-19,000	14
5.	19,001-22,000	12
6.	22,001-25,000	10
7.	25,001-28,000	08
8.	28,001 & above	06

ii. **Terminal benefits i.e Lump sum amount received by the family on death of Govt. servant (i.e DCR Gratuity, GPF/Lump Sum amount under NPS, CGEGIS, Leave encashment etc.):**

(10 Points)

For post 01.01.2016 death cases	For pre 01.01.2016 death cases	Points
Upto 10,00,000	Up to 4,50,000	10
10,00,001-12,00,000	4,50,001-5,25,000	09
12,00,001-14,00,000	5,25,001-6,00,000	08
14,00,001-16,00,000	6,00,001-6,75,000	07
16,00,001-18,00,000	6,75,001-7,50,000	06
18,00,001-20,00,000	7,50,001-8,25,000	05

20,00,001-22,00,000	8,25,001-9,00,000	04
22,00,001-24,00,000	9,00,001-9,75,000	03
24,00,001-26,00,000	9,75,001-10,50,000	02
26,00,001 & above	10,50,001 and above	01

iii. **Annual income of earning members of the family & income from property**

(10 Points)

Sl. No.	Annual Income	Points
1.	Nil to 1,00,000	10
2.	1,00,001 to 3,00,000	08
3.	3,00,001 to 5,00,000	06
4.	5,00,001 to 7,00,000	04
5.	7,00,001 to 9,00,000	02
6.	Above 9,00,000	00

iv. **Immovable Property**

(10 Points)

Sl. No.	Proposed Slab	Points
1.	Nil	10
2.	Upto 200 sq ft	08
3.	201 to 400 sq ft	06
4.	401 to 700 sq ft	04
5.	701 to 1000 sq ft	02
6.	1101 or more sq ft	00

v. **Leftover Service of the deceased Government employee**

(15 Points)

Leftover service of deceased	Points	Leftover service of deceased	Points	Leftover service of deceased	Points

Upto 2 years	01	Upto 12 years	06	Upto 22 years	11
Upto 4 years	02	Upto 14 years	07	Upto 24 years	12
Upto 6 years	03	Upto 16 years	08	Upto 26 years	13
Upto 8 years	04	Upto 18 years	09	Upto 28 years	14
Upto 10 years	05	Upto 20 years	10	Upto 20 years	15

vi. **Number of unmarried daughters**

(10 Points)

Sl.No.	No. of Unmarried daughters	Points
1	01	05
2.	02 & above	10

vii. **Number of dependent minor children**

(05 Points)

Sl. No.	No. of minor dependent children	Points
1.	01	03
2.	02 & above	05

viii. If Wife of the deceased Govt. official has applied for compassionate appointment/monetary compensation for herself.

(10 Points)

ix. If one or more person(s) amongst the dependent family members is disable.

(10 Points)

Sl.No.	Percentage Disability	Points
1.	Up to 40%	04
2.	40-60%	06
3.	60-80%	08
4.	80-100%	10

Total Points-100

ANNEXURE-II

FORM FOR SEEKING COMPASSIONATE APPOINTMENT/MONETARY COMPENSATION BY DEPENDENTS OF GOVERNMENT SERVANT DECEASED WHILE IN SERVICE/RETIRED ON INVALID PENSION

PART-A

I.	(a)	Name of the Government Servant (Deceased/Retired on medical grounds)	
	(b)	Designation of the Government Servant	
	(c)	Pay level of the post/department of the deceased employee	
	(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/monetary compensation	
	(b)	His/Her relationship with Government Servant	
	(c)	Date of Birth	
	(d	Educational Qualification	
	(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 of Policies (including Postal Life Insurance)	
	(e)	Movable and Immovable properties and annual income earned therefrom by family	
	(f)	C.G.E. Insurance amount	
	(g)	Encashment of leave	
	(h)	Any other assets	
Total:			

IV.	Brief Particulars 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)	Marital Status
(1)	**(2)**	**(3)**	**(4)**	**(5)**	**(6)**	**(7)**
1						
2						
3						

4						
5						

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 mentioned against I (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 _____
_____
_____

PART-B
(TO BE FILLED IN BY OFFICE IN WHICH EMPLOYMENT/MONETARY COMPENSATON IS PROPOSED)

a. Name of the candidate _____

b. His/ Her relationship with the Govt. Servant _____

c. Age (Date of Birth), educational Qualifications and experience, if any _____

d. Post against which employment Proposed _____

e. Whether there is vacancy within the ceiling of 5% prescribed under the scheme of compassionate appointment _____

f. Whether the relevant Recruitment Rules provide for direct recruitment _____

g. Whether the candidate fulfills requirements of the Recruitment Rules for the post _____

h. Apart from SSB procedure what other relaxation(s) are to be given. _____

i. Whether the facts mentioned in Part-A have been verified by the office and if so, indicate the records _____

j. If the Government Servant died/retired on invalid pension more than 5 years back, why the case was not sponsored earlier _____

_____

k. Personal recommendation of the Head of the Department/Office (with his signature and office stamp/seal) _____

_____

Part-C

Relative Merit Points Assessment on A 100 Point-Scale for Compassionate Appointment/Monetary Compensation

Sl. No.	Parameters	Point allotted to the parameters	Points scored by the candidate
1.	Family Pension (Excluding DR & Allowance)	20	
2.	Terminal benefits i.e Lump sum amount received by the family on death of Govt. servant (i.e DCR Gratuity, GPF/Lump sum amount under NPS, CGEGIS, Leave encashment etc.	10	
3.	Annual income of earning members and income from property	10	
4.	Immovable property	10	
5.	Leftover service of the deceased Government Employee	15	
6.	Number of unmarried daughters	10	
7.	Number of dependent minor children	05	
8.	If wife of the deceased Govt. official has applied for compassionate appointment/monetary compensation for herself	10	
9.	If one or more person(s) amongst the dependent family members is disable (with % of disability)	10	
TOTAL		**100**	

ANNEXURE – III

FAMILY INCOME/ PROPERTY CERTIFICATE

I certify that after due enquiry, I find that _____
S/o _____
R/o _____
Tehsil _____ District _____ has following immovable property:-

a. Area _____
b. Khasra No. _____
c. Market value _____
d. Whether any ancestral/self acquired _____

I further certify that the annual income from all sources including family pension (basic excluding DR & Allowances) and Terminal benefits i.e Lump sum amount received by the family on the death of Govt. servant (i.e. DCR Gratuity, GPF/Lump Sum amount under NPS, CGEGIS, Leave encashment etc.) of the above said person is as under:

1. Family Pension (basic excluding DR & Allowances) = Rs. _____ P.A
2. Terminal Benefits (Lump Sum Amount by the family on the death of Govt. Servant i.e DCR Gratuity, GPF/Lump Sum amount under NPS, CGEGIS, Leave encashment etc.) = Rs. _____ P.A
3. Income from other sources = Rs. _____ P.A

(Tehsildar)