

INDIAN INSTITUTE OF TECHNOLOGY BOMBAY

AO/CG/Admn-II/2019

28th May, 2019**Notification****Subject : Scheme for Compassionate ground appointment**

The BoG in its 245th meeting held on 1st December, 2018 has approved following new policy for appointment under Compassionate Ground which shall be applicable for occurrences (i.e. Institute employee dying in harness or who is retired on medical grounds, thereby leaving his family in penury and without any meaning of livelihood) happening in last 5 years of the date on which appointment on Compassionate ground is being considered. These cases will be considered for appointment on Compassionate ground w.e.f. 1st January of every year starting from 2020 considering 5% vacancies in Group 'C' post against direct recruitment in the immediate preceding year (January to December). Already empanelled eligible dependents claim for regular appointments shall be dealt as per the new policy.

- I. Consolidated instruction issued vide O.M. F.No.14014/02/2012-Estt.(D) dated 16.01.2013 and guidelines issued from time to time by DoPT will be followed for Compassionate Ground Appointment.
- II. Dependent family members of deceased Institute employee has to submit form in prescribed format (Annexure-I).
- III. Compassionate appointment on regular post will be given to the highest score earner by following the guidelines given in the Ministry of Defence ID No. 19(3)/2009/D(Lab) dated 22nd January, 2010, 14th May, 2010 and Order dated 9th January, 2018.

- Following parameters / attributes to decide the 100-points weightage system :

a) Quantum of Family Pension	:	(20 Points)
b) Terminal benefits	:	(10 Points)
c) Monthly income of family from other sources	:	(05 Points)
d) Movable / immovable property held by the family	:	(10 Points)
e) No. of dependents	:	(15 Points)
f) No. of unmarried daughters	:	(15 Points)
g) No. of minor children	:	(15 Points)
h) Left over service	:	(10 Points)

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

(20 Points)

As per 6 th CPC	As per 7 th CPC	Points
Upto 3500	Upto Rs.9,000	20
Rs. 3501 - 4500	Rs.9,001 – Rs.11,500	18
Rs. 4501 - 5500	Rs.11,501 – Rs.14,000	16
Rs. 5501 - 6500	Rs.14,101 – Rs.16,500	14
Rs. 6501 - 7500	Rs.16,501 – Rs.19,000	12
Rs.7501 - 8500	Rs.19,101 – Rs.21,500	10
Rs.8501 - 9500	Rs.21,501-Rs.24,000	08
9501 and above	Rs.24,001-Rs.26,500	06
----	Rs.26,501-Rs.29,000	04
----	Rs.26,501-Rs.31,500	02
----	Rs.31,501 and above	00

(b) Lump sum amount received by the family on death of Institute employee (i.e. DCR Gratuity, GPF/PPF A/c balance, Leave Encashment, CGEGIS, LIC/PLI etc.) / Lumpsum amount received under NPS etc. **(10 points)**

As per 6 th CPC	As per 7 th CPC	Points
Upto Rs.4,00,000	Upto Rs.10,00,000	10
Rs.4,00,001 – 4,75,000	Rs.10,00,001 – Rs.11,87,500	09
Rs.4,75,001 – 5,50,000	Rs.11,87,501 – Rs.13,75,000	08
Rs.5,50,001 - 6,25,000	Rs.13,75,001 – Rs.15,62,500	07
Rs.6,25,001 - 7,00,000	Rs.15,62,501 – Rs.17,50,000	06
Rs.7,00,001 - 7,75,000	Rs.17,50,001 – Rs.19,37,500	05
Rs.7,75,001 - 8,50,000	Rs.19,37,501 – Rs.21,25,000	04
Rs.8,50,001 - 9,25,000	Rs.21,25,001 – Rs.23,12,500	03
Rs.9,25,001 - 10,00,000	Rs.23,12,501 – Rs.25,00,000	02
Rs.10,00,001 and above	Rs.25,00,001 – Rs.26,87,500	01
---	Rs.26,87,501 and above	00

(c) Annual income from movable/immovable property as well as Annual income earned by other member(s) of the family. **(05 points)**

As per 6 th CPC	As per 7 th CPC	Points
No income	Nil	05
Rs.3,500 or less	Rs.1 – Rs.1,05,000	04
Rs.3,501 – 4,500	Rs.1,05,001 – Rs.1,35,000	03
Rs.4,501 – 5,500	Rs.1,35,001 – Rs.1,65,000	02
Rs.5,001 – 6,500	Rs.1,65,001 – Rs.1,95,000	01
Rs.6,501 and above	Rs.1,95,001 and above	00

(d) Movable/immovable property of the family (Latest Market values) including Fixed Deposite / Bank balance etc. but excluding the lump sum amount received as mentioned in (b) above. **(10 points)**

As per 6 th CPC	Points	As per 7 th CPC	Points
Nil	10	Nil	10
Upto 2,00,000	08	Upto Rs.5,00,000	08
Rs.2,00,001 - 4,00,000	06	Rs.5,00,001 - Rs.10,00,000	06
Rs.4,00,001 - 7,00,000	03	Rs.10,00,001 - Rs.15,00,000	04
Rs.7,00,001 & above	01	Rs.15,00,001 - Rs.20,00,000	02
---	---	Rs.20,00,001 and above	00

(e) No. of dependents

(15 points)

1	5
2	10
3 and above	15

(f) No. of unmarried daughters

(15 points)

None	0
1	5
2	10
3 and above	15

(g) No. of minor children

(15 points)

None	0
1	5
2	10
3 and above	15

(h) Left over service

(10 points)

Upto 5 years	02
Over 5 years & upto 10 years	04
Over 10 years & upto 15 years	06
Over 15 years & upto 20 years	08
Over 20 years	10

(Total 100 points)

- Further appointment of dependent on temporary basis is discontinued w.e.f. 01.01.2019. The existing temporary employee, if they wish, they may continue on temporary assignment.
- Dependent of deceased Institute staff who had exercised their option to consider his/her candidature for appointment on temporary post on consolidated salary on one year basis by forgoing claim on regular post, neither he/she nor any member of the family will have claim on appointment on regular basis under Compassionate Ground.
- Requests for Compassionate Ground appointment where the death or retired on medical ground of staff took place in last 5 years (January to December) will only be considered and reviewed, being a reasonable period.


Registrar

INDIAN INSTITUTE OF TECHNOLOGY BOMBAY

Proforma regarding Employment of Dependents of Government Servants
dying while in Service / Retired on Invalid Pension

PART – I

I	Details of the deceased / retired employee on invalid pension		
(a)	Name of the employee		
(b)	Designation of the employee		
(c)	Date of birth of the employee		
(d)	Date of death / retirement on invalid pension		
(e)	Whether Permanent or Temporary		
(f)	Whether belonging to SC/ST/OBC		
II	Details of the dependent requesting for Compassionate Ground Appointment		
(a)	Name of the candidate		
(b)	Relationship with the employee		
(c)	Date of Birth		
(d)	Educational Qualification		
(e)	Whether any other dependents has been appointed on compassionate ground		
(f)	Address for correspondance		
(g)	Contact Nos.		
		Amount	Points
III	Parameters of weightage system		
(a)	Basic Family Pension / Monthly amount received under National Pension System		
(b)	Lump sum amount received by the family on death of Govt. Servant		
(i)	DCR Gratuity		
(ii)	GPF/PPF account balance		
(iii)	Leave Encashment		
(iv)	CGEGIS		
(v)	LIC/PLI		
(vi)	Lump sum amount received under NPS		
	Total Points		

(c)	Annual Income		
(i)	Annual Income from movable property		
(ii)	Annual Income from immovable property		
(iii)	Annual income by other member(s) of the family		
	Total Points		
(d)	Other Assets		
(i)	Movable property of the family (latest market value)		
(ii)	immovable property of the family (latest market value)		
(iii)	Fixed Deposit / Bank Balance etc		
	Total Points		
(e)	No. of dependents		
(f)	No. of unamarried daughters		
(g)	No. of minor children		
(h)	Left over service (to be filled by Administration)		

IV DECLARATION / UNDERTAKING

1. I hereby declare that the facts given by me above are correct to the best of my knowledge. If any of the facts mentioned herein are found to be incorrect or false at a future date, my service may be terminated.
2. I hereby also declare that I shall maintain properly the other family members who were dependent on the Government servant 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

Shri / Smt. _____ is
known to me and I have verified the facts mentioned by the candidate above, are correct.

Date : _____

Signature of the permanent Institute
employee

Name : _____

Designation : _____

Department : _____

PART – II

I	Whether the Recruitment Rules provided for direct recruitment.	:	
II	Whether the candidate fulfill the requirement if the Recruitment Rules for the post.	:	
III	Whether the facts mentioned in Para-I have been verified by the office and if so, indicate the records.	:	
IV	Total Points	:	