

महानिदेशालय
केन्द्रीय औद्योगिक सुरक्षा बल
(गृह मंत्रालय)

ब्लॉक न० 13 फ़े० का० परिसर
लोधी रोड, नई दिल्ली-03

No. E – 32011 (1)/(44/2021)/Comp. Apptt./Rectt./2021 - 695

Date: 17-03-2022

सेवामें,

1. ADG/APS, ADG/North, ADG/South,
2. All Sector IsG including Director/NISA

**Subject : Consolidated instructions on compassionate appointment —
Replacement of Para 13 of DOPT OM 16.01.2013**

Kindly refer CISF Circular No. 21/2005/R&S dated 14.06.2005, this Dte letter No. E – 32011/अनु०भ०/भर्ती/2013-2736 dated 27.09.2013 forwarding therewith copy of DOP&T OM dated 16/01/2013 and this Dte. letter No. E – 32011 (1)/3/2003/Rectt – 2224 dated 30.09.2020.

2. It is informed that Para-13 of DOP&T OM dated 16/01/2013 has been substituted by DOP&T vide OM dated 23.08.2021 (copy enclosed) with directions that all departments may devise provisions as per the substituted Para-13.

3. In accordance with the revised provisions of Para – 13 as per Appendix of DoP&T OM dated 23.08.2021, the following instructions are issued for regulating the cases of compassionate appointment :-

A. Merit Points System –

The Merit Point System with weightage of 100 points has been designed to assess the cases of compassionate appointment and to determine the most deserving cases amongst the large number of applications received in this regard. This point system is broadly divided into three categories -

- I. **General Merit Points (100 Points)** – These 100 points are divided into monetary and non-monetary attributes which are further subdivided as under -

a. Monetary attributes : 50 points	b. Non-monetary attributes : 50 points
Basic Family Pension (20 points)	Left over service of deceased Govt. Servant (20 points)
Terminal Benefits (10 points)	Nos. of dependents i.e. mother/ father/ spouse (15 points)
Movable/immovable property (10 points)	Nos. of dependent children (15 points)
Net Annual income from other sources (10 points)	--



II. **Minus Merit Points {Max. of (-) 50 Points}** – Certain conditions like considerable delay in submitting application after death/ nvalidation/ missing of Force personnel, presence of an earning member, application by someone other than spouse and eldest son/daughter etc. shall invite minus point to the applicant.

III. **Bonus Points (Max. of 30 Points)** – There is provision of Bonus points for spouse applying for compassionate appointment and also in the cases of compassionate appointment for supreme sacrifice by Force member in action/militant/naxal attack.

4. Details for allocation of points to these attributes, is as follows -

I. **General Merit Points (100 Points)**

(a) **Monetary attributes – 50 points**

i. **Basic Family Pension/monthly amount (Excluding DA & Allowances)**

(20 points)

Slabs	Weightage points
Upto Rs. 20,000	20
Rs. 20,001- 40,000	15
Rs. 40,001- 60,000	10
Rs. 60,001- 80,000	05
Rs. 80,001and above	00

ii. **Terminal Benefits - DCRG, CGEGIS, RMS etc. (excluding GPF, Leave Encashment and Ex-gratia)**

(10 points)

For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage points
Upto Rs. 10,00,000	Upto 5,00,000	Upto 1,00,000	10
10,00,001- 15,00,000	5,00,001 – 7,00,000	1,00,001 – 1,50,000	07
15,00,001- 20,00,000	7,00,001 – 9,00,000	1,50,001 – 2,00,000	05
20,00,001- 25,00,000	9,00,001 – 11,00,000	2,00,001 – 2,50,000	03
25,00,001 and above	11,00,001 and above	2,50,001 and above	00

iii. **Movable/Immovable property (latest market value) -**

(10 points)

Slabs	Weightage points
Nil	10
Upto Rs. 5,00,000	08
5,00,001 – 10,00,000	06
10,00,001 – 15,00,000	04
15,00,001 – 20,00,000	02
20,00,001 & above	00

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iv. Net Annual income from other sources like - house property, agriculture etc.

(10 points)

Slabs	Weightage points
Nil	10
Upto Rs. 1,05,000	08
1,05,001 – 1,35,000	06
1,35,001 – 1,65,000	04
1,65,001 – 1,95,000	02
1,95,001 & above	00

Note – Net annual income means income of the deceased family from other sources minus (-) financial liabilities of the deceased family like loan etc.

(b) Non Monetary attributes – 50 points

i. Left over service of Deceased Govt. Servant

(20 points)

Slabs for left over service	Weightage points
Upto 10 years	10
Over 10 years & upto 20 years	15
Over 20 years	20

ii. Nos. of Dependents

(15 points)

Nos. of Dependents	Weightage points
Mother and father both alive	05
Only either Mother/Father alive	03
Wife	10

Note – Weightage points to be given only if parent(s) are living with NOK/dependent of the deceased govt. Servant.

iii. Nos. of Dependent Children

(15 points)

Nos. of dependent children	Weightage points
01	10
02	15
03 and above	15

II. Minus Point System

i. If NOK has not applied for eligible eldest son/daughter

(-10 points)

Slabs	Weightage points
Applied for eldest son/daughter	00
Applied for 2 nd son/daughter	(-) 05
Applied for 3 rd and younger than 3 rd son/daughter	(-) 10

Note - If eldest son/daughter of the deceased is differently abled, no deduction shall be made

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ii. If applied after long delay**(-10 points)**

Slabs	Weightage points
Upto 02 years	00
Above 02 & upto 04 years	(-) 02
Above 04 & upto 06 years	(-) 04
Above 06 & upto 08 years	(-) 06
Above 08 & upto 10 years	(-) 08
Above 10 years	(-) 10

Note – If NOK/dependent is eligible for compassionate appointment, but do not apply within 02 years from date of death/medical invalidation of Govt. Servant, then deduction shall be made. In the case of missing Govt. Servant, this period shall be counted after 2 years of date of missing of Govt. Servant.

iii. Applicant applied after attaining eligibility (18 years /10th pass)**(-15 points)**

Criteria	Weightage points
Applied within a year of attaining eligibility	00
Applied after 01 year but within 02 years of attaining eligibility	(-) 02
Applied after 02 year but within 03 years of attaining eligibility	(-) 04
Applied after 03 years but within 04 years of attaining eligibility	(-) 07
Applied after 04 years but within 05 years of attaining eligibility	(-) 10
Applied after 05 years of attaining eligibility	(-) 15

Note – If NOK is not eligible and dependent is also minor/under matric, then no deduction shall be made till dependent attains eligibility (18 years/10th pass)

iv. If there is already an earning member in the deceased family**(-15 points)**

Monthly emoluments of earning member	Weightage points
Upto Rs. 20,000	0
Rs. 20,001 - Rs. 30,000	(-) 02
Rs. 30,001 - Rs. 40,000	(-) 05
Rs. 40,001 - Rs. 50,000	(-) 10
More than Rs. 50,000	(-) 15

Note – For the purpose of definition of Family, refer DoP&T OM 16.01.2013 and DoP&T FAQ dated 30.05.2013

III. Bonus Point System

Further, **Bonus Points** would be given on following counts

(Max 30 points)

Criteria	Weightage points
If spouse of the deceased Govt Servant has applied for compassionate appointment	15
For dependent (including spouse) of Govt. Servant, if the Govt. Servant sacrificed his/her life in line of action/militant/naxal attack	15

Note - If spouse of Govt. Servant applies for herself/himself where the Govt. Servant sacrificed his/her life in line of action/militant/naxal attack, in that case a total of 30 points (15+15) will be given.

- IV. Qualifying marks to consider any application of compassionate appointment to allow the candidate to appear in the recruitment process will be 30 marks.
- V. All the cases of compassionate appointment whose score is below 30 shall be treated as non-indigent and shall not be considered normally.

B. Unique Registration Number (URN) -

- i. An Alfa numeric 11 digit Unique Registration Number shall be allotted to each applicant.
- ii. This will consist of Sector code (two alphabets) under which the individual served last and CISF number (9 digit) of the deceased/invalid/missing Force personnel. The sector codes are given below -

Name of Sector	Sector Code for URN
North Sector	NS
NCR Sector	NC
Eastern Sector	ES
Central Sector	CS
South Sector	SS
Western Sector	WS
South East Sector	SE
North East Sector	NE
Airport Sector - I	A1
Airport Sector - II	A2
DAE & DoS Sector	DD
NISA	NI
Training Sector	TS

- iii. For example a MoF while serving at an Unit under NS having CISF No. 123456789 expires, application for compassionate appointment of his NOK or other dependent family member will be allotted URN No. NS123456789.

5. The instructions regarding detailment of welfare officer and his duties, processing of applications for compassionate appointment etc. presently in vogue are retained with minor changes in Para - 13 of DoP&T OM dated 23.08.2021. Detailed instructions on these points are enclosed as per Appendix 'A' for further necessary action please.

6. All Sector IsG are requested to kindly implement the merit point system with immediate effect for processing the applications of compassionate appointment.

7. Sector IsG are also requested to circulate this Merit Point System to the field formations with a direction to all Unit Commanders under their jurisdictions for regular briefing of CISF personnel on the issue and also to explain this Merit Point System during monthly Sainik Sammelan.


8. This issues with the approval of DG/CISF.

Encl. - a. DoP&T OM 23.08.2021

b. Appendix - A : Instructions for implementation of DoP&T
OM dated 23.08.2021

c. Appendix - B : Sample Calculation sheet

d. Appendix - C : Sample proforma for awarding merit points


17/3/22
(दीपक अग्रवारी)
उप महानिरीक्षक / भर्ती

Internal distribution -

DIG/Tech., : It is requested to place this Merit Point
FHQ, New Delhi System on CISF Recruitment Website please.