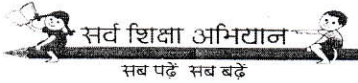
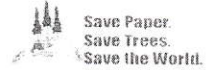


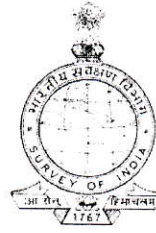
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भारतीय सर्वेक्षण विभाग  
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भारत के महासर्वेक्षक का कार्यालय  
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Hathibarkala Estate, Post Box No.37,  
देहरादून-248001 (उत्तराखण्ड)-भारत।  
DEHR A DUN-248001 (UTTARAKHAND), INDIA

No.E3- 1016 /1869-A-Policy

Dated: 03 April, 2019

To

**The Addl SGs:** Eastern Zone/Western Zone/Northern Zone/Southern Zone/Central Zone/North Eastern Zone/Specialized Zone/Printing Zone/IIS&M

**Directors:** AP&T GDC/ Assam & Nagaland GDC/Bihar GDC/Chhattisgarh GDC/DMC/East UP GDC/EPG/Gujarat GDC/G&RB/GIS & RS/HP GDC/J& K GDC/Jharkhand GDC/Kerala & Lakshdweep GDC/Karnataka GDC/MP GDC/Maharashtra & Goa GDC/Meg & Arunachal GDC/Map Archive & Dissemination Centre/ NPG/NGDC/Orissa, GDC/Punjab, Haryana & Chandigarh, GDC/ Raj GDC/ SPG/ Survey (Air) & Delhi GDC/TNP&ANI GDC/TMMz GDC/Uttarakhand & West UP GDC/West Bengal & Sikkim GDC/WPG

**Sub: Formulation of revised policy for appointment on compassionate grounds.**

As per instructions of DST and consequent to implementation of 7<sup>th</sup> CPC, the policy on appointment on compassionate grounds is being revised.

2. Accordingly, revised policy for appointment on compassionate grounds has been formulated as Annexure-1 and is being uploaded in the Departmental website [www.surveyofindia.gov.in](http://www.surveyofindia.gov.in) for perusal of all concerned. It is requested to forward Comments (if any) to this office on or before **15-04-2019** positively.

( AMARDEEP SINGH )  
Col  
Deputy Surveyor General  
for Surveyor General of India

Copy to:

1. The Web Administration IT Cell (SGO). Annexure-1 (enclosed) may please be uploaded in the Departmental website [www.surveyofindia.gov.in](http://www.surveyofindia.gov.in) at the earliest.
2. E&AO(Adm.) Surveyor General Office for information and necessary action.

**SURVEY OF INDIA  
OFFICE OF SURVEYOR GENERAL OF INDIA  
HATHIBARKALA ESTATE, POST BOX NO.37  
DEHRADUN (UTTARAKHAND) INDIA**

**ANNEXURE-1**

**Sub: Scheme for compassionate appointment – Relative merit points and revised procedure for selection**

On the subject mentioned above, it is stated that Department of Personnel & Training under the Ministry of Personnel, Public Grievances and Pensions is the nodal department for Government of India's Scheme for Compassionate Appointments. While considering requests for compassionate appointment, a balanced and objective assessment of financial condition of the families of the applicants has to be made taking into account the assets and liabilities and other relevant factors. The main objective of the Scheme is to alleviate the family of the deceased government servant from indigence and help it to get over the emergency. Accordingly, vide Ministry of Science & Technology O.M. No.12012/01/2012-Admn.I(B) dated 21-3-2013 Ministry had developed a 100-point weightage system containing various parameters/attributes to decide the most deserving cases amongst the large number of applicants. Presently, the attributes on 100-point scale are – Family Pension(20 points); Terminal Benefits (10 points); Left over service (10 points); Number of Unmarried Daughters ( 10 points); Number of Minor Children ( 10 points); Number of Others Dependents ( 10 points); Monthly Income ( 10 points); Movable & Immovable Property ( 10 points); Liabilities (10 points). As per the practice, compassionate appointment is given to the highest score earner.

2. Now, consequent upon implementation of the 7<sup>th</sup> CPC pay structure, the financial parameters are required to be revised for getting relative merit points and procedure for selecting the most indigent applicant(s) for compassionate appointment after death/retirement on medical grounds of the Government servant on whose income the family was wholly dependent.

3. As per 7<sup>th</sup> CPC structure, the minimum pension stands revised from Rs.3, 500/-p.m. (as per 6<sup>th</sup> CPC) to Rs.9, 000/-p.m. which approximately comes out to be 2.57 times the old pension. The Govt. of India have also approved this factor of 2.57 for working out revised pay, based on which DCRG, Family Pension and Leave Encashment are calculated. Accordingly, the monetary parameters/attributes such as Family Pension, Terminal Benefits have been revised by multiplying the fitment factor of 2.57 or so, for arriving at the present-day weightage points. However, other non-monetary parameters/attributes viz. No. of dependents, No. of Unmarried Daughters, No. of Minor Children and Left Over Service have been kept unchanged.

4. Accordingly, various parameters on the 100-point scale of weightage system stand revised as under with immediate effect:-

(a) **Basic Family Pension/Monthly Amount received under National Pension Scheme**  
(20 Points)

Family Pension	Points to be allotted
Up to Rs. 9,000	20
Rs. 9,001 to 11,500	18
Rs. 11,501 to 14,000	16
Rs. 14,001 to 16,500	14
Rs. 16,501 to 19,000	12
Rs. 19,001 to 21,500	10
Rs. 21,501 to 24,000	8
Rs. 24,001 to 26,500	6
Rs. 26,501 to 29,000	5
Rs. 29,001 to 31,500	4
Rs. 31,501 and above	0

Note: Family Pension figure as verified from office/Govt. records.

(b) **Terminal Benefits** (10 Points)

Where death occurred on or after 01-01-2001 till 31-12-2009

Terminal Benefits in Rupees	Points to be allotted
Up to 1,00,000	10
1,00,001 to 1,20,000	09
1,20,001 to 1,40,000	08
1,40,001 to 1,60,000	07
1,60,001 to 1,80,000	06
1,80,001 to 2,00,000	05
2,00,001 to 2,20,000	04
2,20,001 to 2,40,000	03
2,40,001 to 2,60,000	02
2,60,001 to 3,00,000	01
Above 3,00,000	Nil

Where death occurred on or after 01-01-2010 till 31-12-2015

(10 Points)

Terminal Benefits in Rupees	Points to be allotted
Up to 4,00,000	10
4,00,001 to 4,75,000	09
4,75,001 to 5,50,000	08
5,50,001 to 6,25,000	07
6,25,001 to 7,00,000	06
7,00,001 to 7,75,000	05
7,75,001 to 8,50,000	04
8,50,001 to 9,25,000	03
9,25,001 to 10,00,000	02
10,00,000 and above	01

Where death occurred after 31-12-2015

( 10 Points)

Terminal Benefits in Rupees	Points to be allotted
Up to 10,00,000	10
10,00,001 to 12,00,000	09
12,00,001 to 14,00,000	08
14,00,001 to 16,00,000	07
16,00,001 to 18,00,000	06
18,00,001 to 20,00,000	05
20,00,001 to 22,00,000	04
22,00,001 to 24,00,000	03
24,00,001 to 26,00,000	02
26,00,001 to 28,00,000	01
28,00,000 and above	00

Note:

- (i) Terminal Benefits include DCRG, GPF Balance, CGEIS and Leave Encashment  
(ii) Terminal Benefits as verified from office/Govt. records.

(c) Left-over Service of the Deceased (in years) –

(10 Points)

Left over service (in years)	Points to be allotted
Upto 2	01
Above 2 & upto 4	02
Above 4 & upto 6	03
Above 6 & upto 8	04
Above 8 & upto 10	05
Above 10 & upto 12	06
Above 12 & upto 14	07
Above 14 & upto 16	08
Above 16 & upto 18	09
Above 18	10

Note: Left over service as verified from office / Govt. records

(d). Number of Dependants of the Deceased-

(30 points)

(i) Number of Unmarried Daughters :

(10 points)

Number of Daughters	Points to be allotted
3 and above	10
2	7
1	4
0	0

Note:

- (i) Only the unmarried daughters aged 18 years and above shall be counted.  
(ii) Widow daughter(s) requiring re-marriage will also be counted.  
(iii) Figures as verified from Govt. records, as per the documents and affidavit produced by the applicants and further report, including field verification if considered necessary by the office.

**(ii) Number of Minor Children : (10 Points)**

Number of Minor Children	Points to be allotted
3 and above	10
2	7
1	4
0	0

Note: *Figures as verified from Govt. records, as per the documents and affidavit produced by the applicants and further report, including field verification, if considered necessary by the office.*

**(iii) Others Dependants (excluding unmarried daughters and minor children i.e. parents and other category of dependants) : (10 Points)**

Number of other dependants	Points to be allotted
4 and above	10
3	7
2	5
1	3
0	0

Note: *Figures as verified from Govt. records, as per the documents and affidavit produced by the applicants and further report, including field verification, if considered necessary by the office.*

**(e) Monthly Income of all the dependent members of the Deceased's family (including the applicant) (Includes income from all sources like house property / rental income / commercial property, agricultural income, salary / wages, bank interest etc. but excludes family pension) – (10 Points)**

Monthly Income (in Rupees)	Marks to be allotted
Upto 1,000	10
1,001 – 2,000	09
2,001 – 3,000	08
3,001 – 4,000	07
4,001 – 5,000	06
5,001 – 6,000	05
6,001 – 7,000	04
7,001 – 8,000	03
8,001 – 9,000	02
9,001 – 10,000	01
Above 10,000	00

*Note: Figures as verified from the documents (like income certificate by Revenue Authorities) and affidavit produced by the applicants and further report, including field verification, if considered necessary by the office.*

(f). **Movable / Immovable Property : -** (10 points)

(f)1 **Movable Property:** (2 points)

	Criteria	Marks to be allotted
(a)	Not owning any 4-wheeler vehicle (Car / Jeep etc.)in the name of deceased or applicant or any of the dependant members of the family	1
(b)	Owning any 4-wheeler vehicle (Car / Jeep etc.)in the name of deceased or applicant or any of the dependant members of the family	0
(c)	Not owning any 2-wheeler vehicle (Scooter or Motorcycle, etc)in the name of deceased or applicant or any of the dependant members of the family	1
(d)	Owning any 2-wheeler vehicle (Scooter or Motorcycle, etc)in the name of deceased or applicant or any of the dependant members of the family	0

(f)2 **Immovable Property** (irrespective of the location): (8 points)

6.2.1	<b>Residential House :</b> Maximum points 4 (out of 8)	
(a)	Not owning any House (whether self-occupied or rented Out) in the name of deceased or applicant or any other dependent member of the family irrespective of location.	4
(b)	Owning any House (whether self-occupied or rented Out) in the name of deceased or applicant or any other dependent member of the family irrespective of location.	
(i)	Upto built-up area of 200 sq. ft.	3
(ii)	built-up area above 200 sq. ft. and upto 1000 sq. ft.	2
(iii)	built-up area above 1000 sq. ft. and upto 1500 sq. ft.	1
(iv)	built-up area above 1500 sq. ft.	0

(f)2.2	<b>Agricultural Land :</b> Maximum points 2 (out of 8)	
(a)	Not owning any Agricultural land whether in the name of deceased or applicant or any other dependent member of the family irrespective of location.	2
(b)	Owning any Agricultural land whether in the name of deceased or applicant or any other dependent member of the family irrespective of location.	
(i)	Upto area of 1 acre	1
(ii)	Area above 1 acre.	0

(f)2.3	<b>Commercial Property:</b> Maximum points 2 ( out of 8)	
(a)	Not owning any Commercial Property (whether self-occupied or rented out) in the name of deceased or applicant or any other dependent member of the family irrespective of location.	2
(b)	Owning any Commercial Property (whether self-occupied or rented out) in the name of deceased or applicant or any other dependent member of the family irrespective of location.	
(i)	Upto area of 100 sq. ft.	1
(ii)	Area above 100 sq. ft.	0

*Note: To be verified based on documents / Affidavit / Revenue Authority Certificate etc. Produced by the applicant and as per further enquiries / field verifications, if considered necessary by the office.*

- (g). **Liabilities of the deceased and their dependent family members** (as on date of death of deceased) (Tangible liabilities like bank loans / Government loan / loans from reputed lending organizations or such other objectively assessable financial liabilities based on documents/ Certificate of Banks / Other authorities (private / family loans and such others loans / liabilities which are not verifiable shall not be counted)

(10 Points)

Liabilities (in Rupees)	Points to be allotted
Upto 25,000	00
25,001 – 1,00,000	01
1,00,001 – 2,00,000	02
2,00,001 – 3,00,000	03
3,00,001 – 4,00,000	04
4,00,001 – 5,00,000	05
5,00,001 – 6,00,000	06
6,00,001 – 7,00,000	07
7,00,001 – 8,00,000	08
8,00,001 – 9,00,000	09
9,00,001 and Above	10

In addition to above, keeping in view the Hon'ble Supreme Court of India's observation that Compassionate Appointment cannot be granted after lapse of a reasonable period and it is not a vested right which can be exercised at any time in future, it is suggested that minus points system may be adopted in dealing with old cases as per below:-

- (h). **Old Cases**

(Points -10)

Years	Points to be allotted
Upto 5 years	0
Above 5 & upto 6 years	- 2
Above 6 & upto 7 years	-4
Above 7 & upto 8 years	-6
Above 8 & upto 9 years	-8
Above 9	-10

5. The applicants will be arranged in descending order of marks obtained by them out of 100 i.e. the applicant who obtained maximum marks out of 100 will be placed at position No.1. In case of one vacancy, the applicant at position No.1 i.e. applicant who obtains the highest marks shall be offered the appointment subject to fulfilling other terms and conditions and approval of the competent authority. In case the vacancies are two or more, the candidates who is/are next in list in terms of marks obtained would be offered the appointment subject to fulfilment of other terms and conditions and approval of competent authorities.

6. In case of tie between the two or more applicants, the candidate who obtains highest marks under the parameter '*number of dependants*' ( total of three sub categories) will be put at higher position. If still, tie continues, the candidate who obtains highest marks under the parameter "*Family Pension and Terminal Benefits*" (taken together), shall be put at higher position. If tie still continues, the candidate who obtains highest marks under the parameter "*Liabilities of the deceased and other dependent family members*" shall be put at higher position. If tie still continues all such tied candidates would be called for interview by the constituted Board of Officers and final selection out of tied candidates would be made based on the recommendation of the Committee.

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