

BHARAT SANCHAR NIGAM LIMITED
Corporate Office, Establishment Cell, Janpath, New Delhi

No. 273-18/2013-Estt-IV

Dated: 21 April, 2016.

To,

The All Heads of Circles.
Bharat Sanchar Nigam Ltd.

Sub. Compassionate Ground Appointments (CGA) – Revision in Weightage points.

1. As circles are aware, weightage point system is in vogue in BSNL for considering compassionate ground appointment cases and the scheme in this regard was issued vide letter no.273-18/2005-Pers-IV dated 27.06.2007.

2. Due to revision of pay scales, pension etc and the feedback received in the past/observations of different courts, the existing weightage point system has been revised. Accordingly, BSNL Board has approved the new weightage point system as detailed in Annexure-I-A and I-B applicable w.e.f 01.04.2016. The changes in the weightage points in the new scheme are in respect of: (i) Handicapped Dependent (ii) Accommodation (iii) EPF pension (iv) Negative points for belated request (v) Applicant's weightage

3. The officials who have taken absorption in BSNL under rule 37 A are eligible to get pension as per CCS pension rules 1972 in case of death/medical invalidation/missing employees and are covered under General Provident Fund Scheme. CGA case of such employees may be given marks in terms of point allotted to different parameters as detailed in Annexure-I-A or I-B as the case may be.

4. The officials who have been recruited/appointed/regularized directly by BSNL are not eligible for pension under CCS pension rules, 1972. However, all such officials are covered under Employees Provident Fund Scheme in which BSNL contributes @12% of his (basic + IDA) every month. Accordingly, employees may be given marks in terms of point allotted to different parameters as detailed below wherein Basic monthly return formula has been used in place of CCS Basic monthly pension to achieve correlation between the two:

Basic monthly return (on the day of death/invalidation) may be calculated as detailed below:

Total monthly contribution made by BSNL till death/date of invalidation = A.

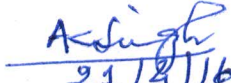
Interest @8.5% per anum on the monthly contribution made by BSNL till death/ date of invalidation =B.

Total Corpus Fund on the date of death of an employee/date of invalidation.
= A+B

Basic Monthly return by considering interest @ 8.5% per annum on the Corpus Fund at the time of death/ date of invalidation = (A+B)*8.5/12

5. Cases with 55 or more net points shall be prima-facie treated as eligible for consideration by Circle High Power Committee (HPC) for compassionate appointment. Score of 55 or more point by any applicant does not give him any right/claim of appointment under CGA.
6. The procedure for processing the cases of compassionate appointment shall thus be as below:-
- i) The Welfare Officer of the Circle/SSA/Unit will meet the members of the family of the ex-employee immediately after his death/medical invalidation to advise them about provisions of the scheme and assist them in completing necessary formalities in filling up of details in prescribed proforma i.e. **Proforma Part 'A'** (same as Annexure of the DOP &T scheme of 1998) and other details needed as per weightage point system and verify it with the official records. The office concerned will fill up the **Proforma Part 'B'** as per the existing practice.
 - ii) The SSA/Unit concerned will scrutinize the application and prepare check-list according to the weightage point system (**Proforma Annexure- I-A & I-B**).
 - iii) The Check-list(in the format of Annexure-I-A & I- B), Proforma Part 'A' and Proforma Part 'B' complete in all respects, along with supporting details, shall be sent to concerned territorial circle office for further processing.
7. The Circle High Power Committee (CHPC), consisting of three officers of PGM/Sr. GM/GM level, nominated by Circle Head, shall consider applications for appointment on compassionate grounds **as per guidelines issued vide letter no. 273-18/2013/CGA/P-IV dated 01-10-2014**. Only those cases where net points are 55 or more than 55 will be considered. Cases with net points below 55 (i.e. 54 or less), the family will be treated as not living in indigent condition and such compassionate ground appointment request will be regretted by the Circle. The applicant will be intimated about rejection of the request by the concerned circle through a speaking order.
8. **Where there is a problem in attributing points on any of the aspects due to peculiar circumstances in any specific case, the same may also be referred to BSNL Corporate Office along with supporting documents**, including the check-list, for consideration and decision by Corporate Office HPC.
9. The recommendations of High Power Committee of the circle along with approval of CGMT will be considered and approved by CMD or Dir (HR), BSNL before offering CGA.
10. The decision taken by the Corporate Office will be intimated to respective circles for further follow up action i.e. informing the candidate about acceptance or rejection of his or her CGA case. The procedure for calculating 5% CGA quota vacancies will be as per principles laid down in BSNL CO letter No. 268-101/2002-P.IV dated 01.10.2002.
11. In cases where the wife of the deceased employee has applied for CGA for herself, she will get 15 additional points as grace points. This is in line with the general principle that the widow needs to be given preference for compassionate ground appointment.

12. The new weightage point system shall be applicable w.e.f. 01.04.2016. While sending CGA cases as per new policy, it must be ensured by the Circles that revised pension and terminal benefits received by the deceased family are as per the revised pay etc. have been considered.


21/4/16
(A.K. Singh)
AGM (Estt-IV)

Copy to :

1. Sr. PPS to CMD, BSNL C.O. New Delhi.
2. PS to Director (HR)
3. P.S. to all Directors of BSNL Board.

Regd & Corporate Office: Bharat Sanchar Bhawan, Harishchandra Mathur Lane,
Janpath, New Delhi-110001.CIN : U74899DL2000GOI107739 Website:www.bsnl.co.in

Weightage Point System for assessment of Indigent Condition**(A) Items with Positive Points**

ITEM	WEIGHTAGE POINTS	
	Points	Max. 30
1. Dependent's weightage points		
a) No. of dependents		
(i) 3 and above	15	
(ii) 2	10	
(iii) 1	05	
b) No. of unmarried daughters		
(i) 3 and above	15	
(ii) 2	10	
(iii) 1	05	
(iv) None	00	
c) No. of minor children		
(i) 3 and above	15	
(ii) 2	10	
(iii) 1	05	
(iv) None	00	
(ii) For handicapped dependent (Only if degree of disability is more than 40%)	05	Max 05 points
2. Basic Family Pension/Basic Family Return		Max. 20 points
Pension calculated with uniform fitment benefit@30% of Basic pay + effective DA @78.2% as on 01.01.2007(effective DA arrived at after extending benefit of merger of 50% DA for the purpose of fitment w.e.f 01/01/2007)	Points	
Upto 4650	20	
4651 to 5250	18	
5251 to 5850	16	
5851 to 6450	14	
6451 to 7050	12	
7051 to 7650	10	
7651 to 8250	08	
8251 to 8850	06	
8851 to 9450	04	
9451 to 10050	02	
10051 & above	00	
3. Left out service*(w.r.t. date of death/medical invalidation/missing) Max. 15 points	Points	
< 1 year left out service	Nil	
> 1 year left out service	@ 1 point for each year of left out service subject to maximum of 15 points.	

4. **Applicant's weightage** Points **Max. 15 points**
 (a) Widow seeking CGA 15
 Others (Son/Daughter/Brother/Sister/Widower) 00

(b) Applicant will get additional points if other parent has also expired on or before the date of death of deceased employee/Medical invalidation of employee/Missing persons 15

5. **Terminal benefits** including DCRG, GPF/EPF, Leave encashment, Pension Commutation, CGEGIS/GSLI, All life insurance policies, ex-gratia payment etc. **Max 10 points**

	Point
Upto 2,00,000	10
2,00,001 to 4,00,000	09
4,00,001 to 6,00,000	08
6,00,001 to 8,00,000	07
8,00,001 to 10,00,000	06
10,00,001 to 12,00,000	05
12,00,001 to 14,00,000	04
14,00,001 to 16,00,000	03
16,00,001 to 18,00,000	02
18,00,001 to 20,00,000	01
20,00,001 & above	00

6. **Accommodation** Points **Max. 5 points**
 - Family living in rented house and not owning his own house (anywhere in India) 05
 - Family living in own house 00

Item with negative point

7. **Monthly income** (Except income from serial No. 2 & 5 above) of earning member(s) including income from property/other sources

	Points	Max. 05 points
0 to 1000	Nil	
1001 to 3,000	01	
3001 to 5000	02	
5001 to 7000	03	
7001 to 9000	04	
9001 & above	05	

NET POINTS = Serial {1+2+3+4+5+6-7}

Assessment criteria

- I. Cases with 55 or more NET POINTS shall be prima-facie treated as eligible for consideration by Circle High Power Committee for compassionate ground appointment.
- II. Cases with NET POINTS below 55 (i.e.54 or less) shall be treated as non-indigent and shall be rejected.
- III. The dependent of ex-employee has to apply within 3 years of the date of the death or medical invalidation of ex-employee; otherwise the case shall be treated as rejected.
- IV. In case of court cases/ litigations regarding legal spouse/ legal dependents above condition of 3 years will not be applicable such cases will be decided on case to case basis by H.P.C of respective Circles provided such applicant gets 55 or more than 55 points and recommended by H.P.C of circle office.

Weightage Point System for assessment of Indigent Condition**(B) Items with Positive Points**

ITEM	WEIGHTAGE POINTS	
Points	Points	Max. 30
1. Dependent's weightage points		
(a) No. of dependents		
(i) 3 and above	15	
(ii) 2	10	
(iii) 1	05	
(b) No. of unmarried daughters		
(i) 3 and above	15	
(ii) 2	10	
(iii) 1	05	
(iv) None	00	
(c) No. of minor children		
(i) 3 and above	15	
(ii) 2	10	
(iii) 1	05	
(iv) None	00	
(ii) For handicapped dependent (Only if degree of disability is more than 40%)	05	Max 05 points
2. Basic Family Pension/ Basic Monthly Return		Max. 20 points
Pension calculated in case of uniform benefit@30% on Basic pay + DA @68.8% as on 01.01.2007	Points	
Upto 4400	20	
4401 to 5000	18	
5001 to 5500	16	
5501 to 6000	14	
6001 to 6500	12	
6501 to 7000	10	
7001 to 7500	08	
7501 to 8100	06	
8101 to 8700	04	
8701 to 9300	02	
9300 & above	00	
3. Left out service (w.r.t. date of death/medical invalidation/missing)		Max. 15 points
	Point	
< 1 year left out service	Nil	
> 1 year left out service	@ 1 point for each year of left out service Subject to maximum of 15 points.	
4. Applicant's weightage	Points	Max. 15 points
(a) Widow seeking CGA	15	

Others (Son/Daughter/Brother/Sister/Widower) 00

(b) Applicant will get additional points if other parent has also expired on or before the date of death of deceased employee/Medical invalidation of employee/Missing persons 15

5. Terminal benefits including DCRG, GPF/EPF, Leave encashment, Pension Commutation, CGEGIS/GSLI, All life insurance policies, ex-gratia payment etc. **Max 10 points**

	Point
Upto 2,00,000	10
2,00,001 to 4,00,000	09
4,00,001 to 6,00,000	08
6,00,001 to 8,00,000	07
8,00,001 to 10,00,000	06
10,00,001 to 12,00,000	05
12,00,001 to 14,00,000	04
14,00,001 to 16,00,000	03
16,00,001 to 18,00,000	02
18,00,001 to 20,00,000	01
20,00,001 & above	00

6. Accommodation	Points	Max. 5 points
- Family living in rented house and not owning his own house (anywhere in India)	05	
- Family living in own house	00	

Item with negative point

7. Monthly income (Except income from serial No. 2 & 5 above) of earning member(s) including income from property/other sources **Max. 05 points**

	Points
0 to 1000	Nil
1001 to 3,000	01
3001 to 5000	02
5001 to 7000	03
7001 to 9000	04
9001 & above	00

NET POINTS = Serial {1+2+3+4+5+6-7}

Assessment criteria

- I. Cases with 55 or more NET POINTS shall be prima-facie treated as eligible for consideration by Circle High Power Committee for compassionate ground appointment.
- II. Cases with NET POINTS below 55 (i.e.54 or less) shall be treated as non-indigent and shall be rejected.
- III. The dependent of ex-employee has to apply within 3 years of the date of the death or medical invalidation of ex-employee; otherwise the case shall be treated as rejected.
- IV. In case of court cases/ litigations regarding legal spouse/ legal dependents above condition of 3 years will not be applicable such cases will be decided on case to case basis by H.P.C of BSNL corporate office provided such applicant gets 55 or more than 55 points.

ANNEXURE

PROFORMA REGARDING EMPLOYMENT OF DEPENDENTS OF GOVERNMENT
SERVANTS DYING 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) Whether it is MTS (erstwhile
Group 'D') or not? _____
- (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. _____
- (b) His/Her relationship with the
Government servant. _____
- (c) Date of birth. _____
- (d) Educational Qualifications. _____
- (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 Policies (including Postal Life Insurance)

(e) Moveable and Immovable properties and annual income earned therefrom by the family.

(f) C.G.E. Insurance amount

(g) Encashment of leave

(h) Any other assets.

Total

(IV). Brief particular 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).

S.No.	Name(s)	Relationship with Govt. servant	Age	Address	Employed or not if employed particulars of employment and emoluments)
(1)	(2)	(3)	(4)	(5)	(6)

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/member of the Armed Forces mentioned against 1(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:- _____

- 10 -

Shri/Smt/Kum _____ is known
to and the facts mentioned by him/her are correct.

Date: _____

Signature of permanent
Government servant.

Name: _____

Address:- _____

I have verified that the facts mentioned above by the candidate are correct.

Date: _____

Signature of permanent
Government servant.

Name: _____

Address:- _____

PART-B

(TO BE FILLED IN BY OFFICE IN WHICH EMPLOYMENT IS PROPOSED)

- I. (a) Name of the candidate for Appointment. _____
- (b) His/Her relationship with the Government servant. _____
- (c) Age (date of birth), educational qualifications and experience, If any. _____
- (d) Post (Group C) which employment is Proposed _____
- (e) Whether there is vacancy in that post within the ceiling of 5% prescribed under the scheme of compassionate appointment. _____
- (f) Whether the post to be filled is included in the Central Secretariat Clerical Service or not. _____
- (g) Whether the relevant Recruitment Rules provide for direct recruitment. _____
- (h) Whether the candidate fulfils the requirements of the Recruitment Rules for the post. _____
- (i) Apart from waiver of Employment Exchange/Staff Selection Commission procedure what other relaxation are to be given. _____
- (II) Whether the facts mentioned in Part-A have been verified by the office and if so, indicate the records. _____
- (III) If the Government servant died/retired on medical grounds more than 5 years back, why the case was not sponsored earlier. _____
- (IV) Personal recommendation of the Head of the Department in the Ministry/ Department/Office.
(With his signature and office Stamp/seal) _____

DoP&T's O.M. No. 14014/02/2012-Estt.(D) dated 16.01.2013