

No.17-4/2018-SPG.II  
Government of India  
Ministry of Communications  
Department of Posts

Dak Bhavan, Parliament Street  
New Delhi-110001  
Dated the 28<sup>th</sup> Sep 2020

To

1. All Chief Postmasters General / Postmasters General
2. Chief General Manager, BD Directorate / Parcel Directorate / PLI Directorate
3. Director, RAKNPA / GM, CEPT / Directors of all PTCs
4. Addl. Director General, Army Postal Service, New Delhi
5. All General Managers (Finance) / Directors Postal Accounts / DDAP

Sub: Scheme for compassionate appointment - Relative Merit Points and Procedure for selection.

Madam / Sir,

I am directed to refer to Department of Posts letter No.37-36/2004-SPB-1/C dated 20.1.2010 on the above subject providing for Relative Merit Points and procedure for compassionate appointments in the Department of Posts. The matter has been reviewed keeping in view the instructions issued by Department of Personnel and Training, the changes in various factors for calculating Relative Merit Points and the changes in financial status of the family of the deceased employees consequent upon increase in the terminal benefits.

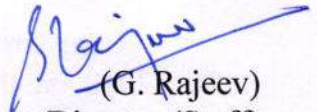
2. The Relative Merit Points (RMP) for assigning weightage to various attributes of the applicants for compassionate appointment have been reviewed. The revised RMP is based on 100 points of 10 variables with provision of additional 15 maximum bonus points for the applicant if she is the widow of the deceased employee/wife of an employee who has retired on medical grounds. The revised RMP to be applied are as laid down in **Annexure 1**.
3. **Periodicity of CRC meeting**: In respect of all applications for compassionate appointments received from January to December of a calendar year, the CRC meeting will be held by all circles once in a year, between January to March of the next calendar year.
4. **Cut-Off Date**: Date of death or date of retirement on medical grounds will be considered as cut off date for the purpose of assessing the indigent condition of the applicant under RMPS for compassionate appointment.

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5. **Circle specific vacancy:** The vacancies to be utilised by a Circle for compassionate appointment in a year should not be more than 5% of the vacancies in Direct Recruitment Quota in Group C Posts in a year.
6. **Place of Posting:** As far as administratively feasible, applicant appointed on compassionate grounds will be posted at a place as per preference indicated or near his / her home town or in same division in which the applicant is residing, subject to availability of vacancies.
8. **Date of effect of these guidelines:** These revised guidelines will come into effect from 1<sup>st</sup> October 2020. Cases recommended by previous CRC to be considered by subsequent CRC will be considered based on these revised point system. All cases closed so far will not be reopened.
9. Instructions issued by DoPT from time to time related to compassionate appointment will continue to be guiding factor while deciding the cases.
10. This issues with the approval of Secretary (Posts).

Yours faithfully,

  
(G. Rajeev)  
Director (Staff)  
Tel. No. 23096103

Copy to:

- 1) PS to Minister of Communications
- 2) PS to Minister of State for Communications (I/C)
- 3) Sr. PPS to Secretary (Posts) / Sr. PPS to Director General Postal Services
- 4) PPS/PS to Addl. DG (Coord.) / Member (Banking) / Member (Tech) / Member (P) / / Member (O) / Member (PLI) / Member (Planning & HRD)
- 5) Additional Secretary & Financial Advisor
- 6) Sr. DDG (Vigilance) & CVO / Sr. DDG (PAF)
- 7) Director General (P&T Audit)
- 8) Secretary, Postal Services Board / All Dy. Directors General
- 9) Chief Engineer (Civil), Postal Directorate
- 10) All Sections of Postal Directorate
- 11) All recognized Federations / Unions / Associations
- 12) GM, CEPT for uploading the order on the India Post website
- 13) Guard file
- 14) Spare copy



**New Relative Merit Point System (RMPS) for consideration of cases for  
Compassionate appointments**

**(A) 100 Point Criterion with 10 variables****(i) Basic family pension/pension/monthly amount received under NPS (Max 20 Points)**

SN	Slabs	Points
01	Up to 9000/-	20
02	9001/- to 12000/-	18
03	12001/- to 15000/-	16
04	15001/- to 18000/-	14
05	18001/- to 21000	12
06	21001/- to 24000/-	10
07	24001/- to 27000/-	08
08	27001/- to 30000/-	06
09	30001/- to 33000/-	04
10	33001/- to 36000/-	02
11	Above 36000/-	00

Note: To be verified from service records and certified by the Divisional/Regional/Circle Authorities.

**(ii) Lump sum amount received by the family on death/ retirement on medical grounds of the Government servant (DCRG, CGEGIS, GPF/Lump sum amount received under NPS & Leave Encashment) – (Max 10 Points)**

SN	Slabs	Points
01	Up to 300000/-	10
02	300001/- to 400000/-	09
03	400001/- to 500000/-	08
04	500001/- to 600000/-	07
05	600001/- to 700000/-	06
06	700001/- to 800000/-	05
07	800001/- to 900000/-	04
08	900001/- to 1000000/-	03
09	1000001/- to 1100000/-	02
10	1100001/- to 1200000/-	01
11	Above 1200000/-	00

Note: To be verified from service records and certified by the Divisional/Regional/Circle Authorities.

*[Handwritten Signature]*



**(iii) Monthly income of earning member of family and income from property (Max 05 Points)**

SN	Slabs	Points
01	No income	05
02	7500/- or less	04
03	7501/- to 10500/-	03
04	10501/- to 13500/-	02
05	13501/- to 16500/-	01
06	16501/- and above	00

Note: To be verified from the documents (like, bank statement, ITR, certificate from Revenue Authorities) and affidavit produced by the applicant and verified by the Divisional/Regional/Circle Authorities.

**(iv) Immovable/Movable Property including fixed deposit/bank deposits/investments etc but excluding the Lump sum amount as mentioned in (ii) above - (Max 05 Points)**

SN	Slabs	Points
01	Nil/-	05
02	Up to 500000/-	04
03	500001/- to 1000000/-	03
04	1000001/- to 2000000/-	02
05	2000001/- to 3000000/-	01
06	Above 3000000/-	00

Note: To be verified from the documents/affidavit/certificate from Revenue/Municipal Authorities/concerned departments etc produced by the applicant and verified by the Divisional/Regional/Circle Authorities.

**(v) No. of dependents (Max 08 Points)**

SN	No. of Dependents	Points
01	2 and above	08
02	01	04
03	00	00

Note: To be verified from service records and certified by the Divisional/Regional/Circle Authorities.

**(vi) No. of Unmarried Daughters (Max 08 Points)**

SN	No. of unmarried daughters	Point
01	2 and above	08
02	01	04
03	00	00

Note: To be verified from the documents/affidavit/certificate issued by Revenue/Municipal Authorities produced by the applicant and verified by the Divisional/Regional/Circle Authorities.



**(vii) No. of Minor Children (Max 08 Points)**

SN	No. of minor children	Point
01	2 and above	08
02	01	04
03	00	00

Note: To be verified from service records and certified by the Divisional/Regional/Circle Authorities.

**(viii) Left over Service (Max 14 Points)**

SN	Left over service	Points
01	Over 25 Years	14
02	Over 20 years & up to 25 Years	12
03	Over 15 years & up to 20 years	10
04	Over 10 years & up to 15 years	08
05	Over 05 years & up to 10 years	06
06	over 02 years & up to 05 years	04
07	Less than 02 years	02

Note: To be verified from service records and certified by the Divisional/Regional/Circle Authorities.

**(ix) Points for immediate relief (Max 12 Points)**

SN	Age of cases	Points
01	less than 03 years old	12
02	03 years to less than 06 years	08
03	06 years to less than 09 years	06
04	09 years to less than 12 years	04
05	12 years to less than 15 years	02
06	15 years and above	00

Note: To be verified from service records and certified by the Divisional/Regional/Circle Authorities. Age of the case will be worked out from the date of death of employee/retirement on medical grounds. In case a minor applies for compassionate appointment after becoming major, the period of the case will be counted from the date on which he became a major.

**(x) Physically/Mentally Challenged and chronic disease Cases (Max 10 Points)**

SN	Description	Points
01	If the applicant is a Person with Disability	10
02	If the dependent family member (other than the applicant) of the deceased is PWD	06
03	If the dependent family member of the deceased is suffering from AIDS, Cancer, Kidney failure, heart attack, liver cirrhosis, Organ transplantation of liver/heart/kidney, Alzheimer.	03

Note: The disability as defined by DoP&T for reservation for persons with Disabilities from time to time for appointment in Central Government will be ensured. Related certificates to be obtained accordingly.

*Majuro*



**(B) Bonus Points**

**Bonus Points to Widow/Wife:** In addition to the points allotted under RMP, 15 Bonus points will be allotted to applicant if she is the widow of the deceased employee/ wife of an employee who has retired on medical grounds.

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