

प्रअ/भर्ती, CAO/R-1
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उप निदेशक (भर्ती) Dy. Director (Rec)
प्रअ/भर्ती- AO/R-1
डायरी संख्या 616
दिनांक 25/07/2013

No. 19(3)/2013/D(Lab)  
Government of India,  
Ministry of Defence

New Delhi, the 19 July, 2013.

**OFFICE MEMORANDUM**

Subject: Consolidated instructions and FAQs on Compassionate appointment – regarding.

The undersigned is directed to forward a copy each of DoP&T OM No. 14014/02/2012-Estt(D) dated 16.1.2013 and DoP&T vide OM No. 14014/02/2012-Estt(D) dated 30.5.2013 on the above mentioned subject for compliance, guidance and necessary action. The same may be followed in letter and spirit.

- In addition, the relative merit points (100 points scale) circulated vide D(Lab)'s ID Note No. 19(3)/2009/D(Lab) dated 22.1.2010 & 14.5.2010 may be followed for assessing comparative merit of the candidates.
- MoD ID No. 19(4)/824-99/1998-D(Lab) dated 9.3.2001 stands cancelled.

*Biswajit Guha*  
19/7/13

**(Biswajit Guha)**  
**Under Secretary(Lab)**

Encl: as above

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| 1. Army HQ/ AG (Coord(a))              | 2. Army HQ/ MP 4 (civ) (a) |
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# Department of Personnel & Training

## Establishment 'D' Division

### Frequently Asked Questions (FAQs) on Compassionate Appointment

S.No.	Question	Answer
<b>Introduction and Objective</b>		
1.	Under what provisions of Government, appointments on compassionate grounds are regulated?	The appointments on compassionate grounds against a post in Central Government are regulated in terms of the provisions of "Scheme for Compassionate Appointment under Central Government" issued under Department of Personnel & Training O.M. No. 14014/6/1994-Estt(D) dated 09.10.1998, as amended from time to time. <u>All the instructions on compassionate appointments have been consolidated vide O.M. 14014/02/2012-Estt(D) dated 16.01.2013 and are available on the Department's website <a href="http://www.persmin.nic.in">www.persmin.nic.in</a> (OMs &amp; Orders &gt; Establishment &gt; (A) Administration (III) Concessions in Appointments (a) Compassionate Appointments).</u>
2.	What is the objective of scheme for compassionate appointments?	The objective of the Scheme is to grant appointment on compassionate grounds to a dependent family member of a Government servant who has died while in service or who is retired on medical grounds before attaining the age of 55 years (57 years for erstwhile Group 'D' employees), thereby leaving the family in penury and without any means of sustainable livelihood <u>so as to provide relief to the family of the Government servant concerned from financial destitution and to help it get over the emergency.</u>
3.	Is the Scheme applicable to member of Armed Forces?	<b>Yes.</b> Dependent family member of a Armed Force personnel can be considered for appointment against a civilian post within any establishment/organisation under the Ministry of Defence, if the armed force personnel: <ul style="list-style-type: none"> <li>a) Dies during service; or</li> <li>b) Is killed in action; or</li> <li>c) Is medically boarded out and is unfit for civil employment</li> </ul>

4.	Can dependents of a deceased government employee who committed suicide be considered for compassionate appointment?	<u>Yes</u> . If the family satisfies the criteria to be considered for compassionate appointment (see S. No. 29).
<b>Age limit for appointment on compassionate grounds</b>		
5.	What is the upper and lower age limit for making compassionate appointment?	The age limits would be based on the Recruitment Rules of the post to which the compassionate appointment is proposed to be made.
6.	Whether upper age limit prescribed for a post can be relaxed while making appointment on compassionate ground?	<u>Yes</u> . Upper age limit can be relaxed wherever found to be necessary.
7.	Whether lower age limit prescribed for a post can be relaxed while making appointment on compassionate ground?	<u>No</u> . The lower age limit cannot be relaxed below 18 years of age.
8.	What is the crucial date for determining age eligibility for appointment on compassionate grounds?	Age eligibility shall be determined with reference to the 'date of application' for compassionate appointment.
9.	Which authority is competent to grant relaxation of upper age limit?	Authority competent to take a final decision for making compassionate appointment in a case is the competent authority to grant relaxation of upper age limit.
10.	Is there any restriction of age limit of medically retired government servant for consideration of cases of dependents for compassionate appointment?	<u>Yes</u> . The Government servant should have retired on medical grounds before attaining the age of 55 years (57 years for erstwhile Group D employees).
<b>Definition of a Dependent family members</b>		
11.	Who are considered dependent Family Members	Dependent Family Member means: a) spouse; or

