



सत्यमेव जयते

F.No. Q/Wel/851/2/2021
Government of India
Ministry of External Affairs
Welfare Section

Dated the 9th November, 2021

Subject : - Instructions on compassionate appointment.

Department of Personnel & Training vide it's Office Memorandum No. 43019/9/2019-Estt.(D), Dated 23.08.2021 (<https://dopt.gov.in/sites/default/files/4301992019EsttD23082021.PDF>) has issued revised instructions on the procedure of appointment on compassionate grounds. This is to be read with Office Memorandum No. 14014/02/2012-Estt.(D) Dated 16.01.2013 (http://documents.doptcirculares.nic.in/D2/D02est/14014_02_2012_Estt_D_16Jan2013.pdf).

2. The following points therefrom deserve specific mention:-

- (a) Unique Registration number will be given to each application.
- (b) Appointment will be based on point based merit system (details enclosed). Points obtained by applicants under this system will also be shared with them.
- (c) No personal interview/meeting will be held with the applicants.
- (d) Selected candidates will be informed personally as well as through MEA website.
- (e) Information provided by the applicants will be verified through concerned agencies of Government of India. Candidature of the candidates with incorrect information or having withheld relevant information may be liable for rejection.
- (f) For the ongoing Recruitment Year 2020-21, the number of vacancies to be filled up on compassionate grounds are 2 & 1 for MTS and JSA respectively.
- (g) The Selection Committee is due to meet on 18.11.2021 (tentatively).

3. This is for information and guidance of all concerned.

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To be published on MEA website

Point based merit system for compassionate appointment in the Ministry of External Affairs

(a) Family Pension(in Rupees) – *Maximum Points 20*

Monthly Pension	Points
Upto 9000	20
9000-12000	18
12000-15000	16
15000-18000	14
18000-21000	12
21000-24000	10
24000-27000	8
27000-30000	6
30000-33000	4
33000-36000	2
36000 and above	0

(b) Terminal Benefits(in Rupees)- *Maximum Points 15*

(i) Gratuity : 10 points		
From (in Rs.)	To (in Rs.)	Points
0	550000	10
550001	700000	9
700001	850000	8
850001	1000000	7
1000001	1150000	6
1150001	1300000	5
1300001	1450000	4
1450001	1600000	3
1600001	1750000	2
1750001	1900000	1
1900001	2000000	0

(ii) Leave encashment : 5 points		
From (in Rs.)	To (in Rs.)	Points
0	100000	5
100001	200000	4
200001	300000	3
300001	400000	2
400001	500000	1
500001	Above	0

(c) Left-over Service of the Deceased (in years) - *Maximum Points 10*

Left over service (in years)	Points
Below 2 years	1
Above 2 & upto 4	2
Above 4 & upto 6	3
Above 6 & upto 8	4
Above 8 & upto 10	5
Above 10 & upto 12	6
Above 12 & upto 14	7
Above 14 & upto 16	8
Above 16 & upto 18	9
Above 18	10

(d) (i) Size of family: 5 marks

Number of dependents	Points to be allotted
1	1
2	2
3	3
4	4
5 or more	5

(ii) Additional points: 5 marks

Additional	Points to be allotted
Differently abled person	2 for each member
If applicant is wife	3

(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)- *Maximum Points 5*

Monthly Income	Points
Upto 4500	5
4501-6000	4.5
6001-7500	4
7501-9000	3.5
9001-10500	3
10501-12000	2.5
12001-13500	2
13501-15000	1.5
15001-16500	1
16501-18000	0.5
Above 18000	0

Note:

- (i) 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.
- (ii) As on cut off/last for submission of affidavit on year to year basis.
- (iii) Here the dependent family members shall be as per the definition of family in LTC Rules.

(f) Rented/owned house: (Maximum points 5)

Property type	Points to be allotted
No house	5
Own house	0

(g) Postings done by deceased government employee: (Maximum points 10)

No. of foreign postings	Points to be allotted
0	10
1	8
2	6
3	4
4	2
5 and above	0