

File No.: A-12012/2/2024-ESTT IV
Government of India
Ministry of Health & Family Welfare
(Department of Health & Family Welfare)

Work Hall No. 11049, Kartavya Bhawan-01, New Delhi

Dated: 18-06-2026

OFFICE MEMORANDUM

Subject: Assessment framework for evaluation of applications for appointment on compassionate grounds against vacancies pertaining to the period January, 2021 to June, 2024 – reg.

The undersigned is directed to refer to this Department's O.M. No. A-12012/01/2019-Estt.IV dated 15.03.2021 (enclosed) regarding the 100-Point Merit System for assessment of applications for appointment on compassionate grounds.

2. The matter regarding applicability of the additional weightage criteria under the aforesaid 100-Point Merit System for assessment of compassionate appointment cases pertaining to the period January, 2021 to June, 2024 was re-examined in the current context.

3. Accordingly, it has been decided that the following weightage criteria shall be applicable for assessment of applications received for compassionate appointment against vacancies pertaining to the period January, 2021 to June, 2024:

A. Basic 100-Point Merit System (Unchanged)

	Parameter	Maximum Points
1.	Family Pension	20
2.	Terminal Benefits (including DCRG, GPF Balance, CGE Insurance & Leave Encashment)	10
3.	Left Over Service	10

4.	Number of Dependents of the Deceased	
(i)	Number of Unmarried Daughters above 18 Years	10
(ii)	Number of Minor Children	10
(iii)	Number of Other Dependents excluding Unmarried Daughters and Minor Children	10
5.	Monthly Income of all Dependent Members	10
6.	Movable & Immovable Property	10
7.	Liabilities	10
	Total	100

B. Additional Weightage

Sl. No.	Criteria	Additional Points
(i)	Cases where the wife of the deceased Government servant has applied for compassionate appointment for herself	05
(ii)	Daughters who have applied for compassionate appointment	02
(iii)	One additional mark for each calendar year elapsed from the year of receipt of the initial application (R) during the relevant assessment cycle taking the year of evaluation as the cut-off year (T). (For example, if the relevant assessment cycle is 2021-2024 and application is being assessed in the year 2026, then an application received in 2021 would be awarded 05 additional marks.)	As applicable (T-R)

4. This issues with the approval of the Competent Authority.

Digitally signed by
ADITI MITTAL
Date: 18-06-2026
17:42:12
(Aditi Mittal)

Under Secretary to the Government of India
Tel: 011-24013260

To,

All Officers/Sections of Department of Health & Family Welfare through e-Office.

Copy to:

- i) PS to Hon'ble HFM.
- ii) PS to Hon'ble MoS (PJ).
- iii) PSO to Secretary (HFW).
- iv) OL Section for Hindi Version.
- v) NIC, MoHFW, with the request to upload the O.M. on the Ministry's website.
- vi) Dte. GHS
- vii) Guard File.

No.A-12012/01/2019-Estt.IV
Government of India
Ministry of Health and Family Welfare
Department of Health and Family Welfare

Nirman Bhawan, New Delhi
Dated the 15th March, 2021

OFFICE MEMORANDUM

Subject: Scheme for Compassionate Appointment - 100 point scale for assessment of applications – reg.

The undersigned is directed to refer to the subject cited above and to say that the Department of Personnel & Training under Ministry of Personnel, Public Grievances and Pensions is the nodal Department for Government of India's Scheme for Compassionate Appointments. The objective behind the compassionate appointment scheme is to grant appointment on Compassionate ground to a dependent family member of the Government Servant dying in harness or who is retired on medical grounds, thereby leaving his family in penury and without any means of livelihood and to relieve the family of the Government Servants concerned from the financial destitution and to help it get over the emergency.

2. Keeping in view the objective of the Scheme, the existing weightage system approved in the year 2014 has been reviewed and it has been decided by the Competent Authority that to achieve the objective of the scheme of the compassionate appointment and to ensure complete transparency, merit of the case can be conveniently decided by allocating points to the applicants based on various attributes indicated in the reference of DOP&T from time to time. Further, the monetary parameters/attributes such as Family Pension, Terminal Benefits, Monthly income of earning member(s) and income from property and latest market value of the Movable/Immovable property have been revised as per 7th CPC structure.

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4. Accordingly, keeping in view the administrative requirement for processing the applications, a 100 point scale for assessment of applicants for appointment on compassionate grounds has been revised as per Annexure.

5. This issues with the approval of the Competent Authority.

Amit Sahai

(Amit Sahai)

Under Secretary to the Government of India

To,

1. All officers through e-office.

Copy to:

1. E-I / E-II / E-III / Admn.-I & II, Dte.GHS
2. IFD / Cash-I Section / PAO Sectt.
3. OL Section for Hindi Version.
4. NIC for uploading the OM on the Ministry's website.

Annexure**1. Family Pension (in Rupees) – Maximum Points 20 (Out of 100)**

Monthly Pension	Points
Upto 9000	20
9001-11500	18
11501-14000	16
14001-16500	14
16501-19000	12
19001-21500	10
21501-24000	8
24001-26500	6
26501-29000	4
29001-31500	2
Above 31500	0

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

2. Terminal Benefits (in Rupees)- Maximum Points 10 (Out of 100)

Terminal Benefits 10			
For post 01.01.2016 death case	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Points
Upto ₹ 10,00,000	Upto ₹ 4,00,000	Upto ₹ 1,00,000	10
₹ 10,00,000-11,87,500	₹ 4,00,001-4,75,000	₹ 1,00,001-1,20,000	09
₹ 11,87,501-13,75,000	₹ 4,75,001-5,50,000	₹ 1,20,001-1,40,000	08
₹ 13,75,001-15,62,500	₹ 5,50,001-6,25,000	₹ 1,40,001-1,60,000	07
₹ 15,62,501-17,50,000	₹ 6,25,001-7,00,000	₹ 1,60,001-1,80,000	06
₹ 17,50,001-19,37,500	₹ 7,00,001-7,75,000	₹ 1,80,001-2,00,000	05
₹ 19,37,501-21,25,000	₹ 7,75,001-8,50,000	₹ 2,00,001-2,20,000	04
₹ 21,25,001-23,12,500	₹ 8,50,001-9,25,000	₹ 2,20,001-2,40,000	03
₹ 23,12,501-25,00,000	₹ 9,25,001-10,00,000	₹ 2,40,001-2,60,000	02
₹ 25,00,001-26,87,500	₹ 10,00,001-10,75,000	₹ 2,60,001-2,80,000	01
₹ 26,87,501 and Above	₹ 10,75,000 and Above	₹ 3,00,000 and Above	00

Note:

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

3. Left-over Service of the Deceased (in years) – Maximum Points 10 (Out of 100)

Left over service (in years)	Points
Upto 2	01
Above 2 & upto 4	02
Above 4 & upto 6	03
Above 6 & upto 8	04
Above 8 & upto 10	05

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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.

4. Number of Dependents of the Deceased – Maximum Points 30 (Out of 100) as distributed in sub-categories as on cut-off date for submission of affidavit on year to year basis.

- (i) Number of Unmarried Daughters : Maximum Points 10 (out of 30 above)

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

Note:

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

- (ii) Number of Minor Children : Maximum Points 10 (out of 30 above)

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) Other Dependents (excluding unmarried daughters and minor children i.e. parents and other category of dependents) : Maximum Points 10 (out of 30 above)

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

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5. 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 10 (out of 100)

Monthly Income	Points
Upto 4500	10
4501-6000	9
6001-7500	8
7501-9000	7
9001-10500	6
10501-12000	5
12001-13500	4
13501-15000	3
15001-16500	2
16501-18000	1
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.

6. Movable / Immovable Property : Maximum Points 10 (out of 100):

6.1 Movable Property: Maximum Points 2 (out of 10)

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

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6.2 Immovable Property (irrespective of the location): Maximum Points 8 (Out of 10)

6.2.1	Residential House : 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 a 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

6.2.2	Agricultural Land : Maximum Points 2 (out of 8)	
(a)	Not owning any Agricultural land whether in the name of deceased or applicant or any dependent member of the family irrespective of location.	2
(b)	Owning the Agricultural land whether in the name of deceased or applicant or any dependent member of the family irrespective of location	
(i)	Area upto 1 acre	1
(ii)	Area above 1 acre	0

6.2.3	Commercial Property : 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 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

7. Liabilities of the deceased and their dependent family member as on cut-off / last date for submission on year to year basis. (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 other loans / liabilities which are not verifiable shall not be counted): Maximum Points 10 (out of 100)

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Liabilities (in Rupees)	Points to be allotted
Upto 10,000	00
10,001-1,00,000	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

Note: In addition to the above,

- (i) Cases where the wife of the deceased Government Servants has applied for compassionate appointment for herself, she will get 5 additional points. This will be in line with the general principle that the widow needs to be given overriding preference for compassionate appointment.
- (ii) For the applications received during the period 2015-2019, one additional mark/point will be given for each year since the application was made.
- (iii) Daughters who have applied during the period may be given two marks extra in addition to above.
- (iv) Cases rejected by earlier committee(s) will not be eligible for benefits related to additional points.

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