



Bharat Sanchar Nigam Limited

[A Government of India Enterprise]

Corporate Office

102-B, Statesman House, NEW DELHI-110001

[Personnel – IV Section]

No. 273-18/2005-Pers.IV

Dated: 27.06.2007

To,

All Heads of Telecom Circles

Sub: Compassionate Ground Appointments (CGA) - Policy guidelines regarding.

It has been decided to bring uniformity in assessment of indigent condition of the family for offering compassionate ground appointment in view of the following recent developments:-

(A) Advise by Hon'ble Chairman, National Commission for Scheduled Tribes in the meeting held on 20.11.2006 with Secretary (Telecom) and CMD, BSNL that "keeping in view the guidelines issued by Govt. of India, standard guidelines for eligibility for appointment on compassionate grounds may be formulated by the BSNL" and

(B) BSNL Board's decision, communicated vide letter No. 6-5/2004-EB (Part-I) dated 26.12.2006, wherein "Circle Heads are authorised to create non-executive level posts for offering compassionate ground appointment subject to the Policy guidelines to be given by the Corporate Office in this regard".

2.0 Accordingly, The High Power Committee of the Corporate Office for considering the compassionate ground appointment cases, Headed by Director (HRD), recommended for introduction of a weightage point system, within DOPT guidelines, to bring uniformity in assessment of indigent condition of the family, which has subsequently been approved by the Management Committee of BSNL as per the following: -

(I) To continue with the policy guidelines on compassionate ground appointment, issued by DOPT vide OM NO. 14014/6/94-Estt (D) dated October 9, 1998 and to introduce the weightage point system, as per details given at Annexure-I.

(II) The assessment criteria for recommendation of the indigent condition of the family by the Circle High Power Committee shall be - (a) Cases with 55 or more NET POINTS shall be prima-facie treated as eligible for consideration by Corporate Office High Power Committee for compassionate ground appointment and (b) Cases with NET POINTS below 55 (i.e. 54 or less) shall be treated as non-indigent and rejected.

3.0 Keeping in view the provisions of weightage point system, the procedure for processing the cases of compassionate appointment shall now 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

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necessary formalities in filling up of details in prescribed proforma i.e. Proforma Part 'A' (as in Annexure of the DOPT scheme) 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 scrutinise the application and prepare check-list according to the weightage point system (Proforma enclosed at Annexure-II) for the purpose of assessment of indigent condition in the family.

(iii) The Check-list (in the format of Annexure-II), Proforma Part 'A' and Proforma Part 'B' complete in all respects, alongwith supporting details, shall be sent to concerned Territorial Circle for further processing.

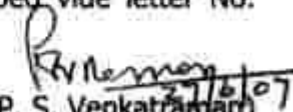
4.0 A Circle High Power Committee (CHPC), consisting of Circle Head and two other officers of SAG/JAG level, nominated by Circle Head, shall consider applications for appointment on compassionate grounds as per weightage point system. In the case with net points 55 or more, the minutes of the Circle HPC will be sent to BSNL Corporate office, alongwith supporting documents including the check-list, for consideration and decision by Corporate Office. In the case 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 rejected by the Circle. The applicant will be intimated about rejection of the request by the concerned circle through a speaking order.

5.0 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 sent to BSNL Corporate Office alongwith supporting documents, including the check-list, for consideration and decision by Corporate Office.

6.0 Any appeal for re-consideration of the already rejected case will also be considered according to the weightage point system. If in any appeal case, net points come to 55 or more, the complete case alongwith check-list may be sent to the Corporate Office for decision.

7.0 The High Power Committee of the Corporate Office will consider and decide the cases, forwarded by Territorial Circles, with the approval of CMD, BSNL.

8.0 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 or wait listing etc. The procedure with regard to waitlisting and offering of compassionate ground appointment under 5% CGA quota shall remain the same as prescribed vide letter No. 268-101/2002-Pers.IV dated 1.10.2002.


(P. S. Venkatraman)
Asstt. Director General (Pers.IV)
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- Copy to : (1) PPS to CMD, BSNL, New Delhi.
(2) PS to all Directors of BSNL Board, New Delhi.
(3) All Sr. DDsG/DDsG in Corporate office, New Delhi.
(4) C.S. & GM(Legal), Corporate Office, BSNL, New Delhi.
(5) Jt.DDG (EF/IA), Corporate office, New Delhi.
(6) Asstt. Director(OL), Corporate Office, BSNL, New Delhi: For Hindi Version.
(7) General Secretary, BSNLEU.


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

ITEM	POINTS	WEIGHTAGE POINTS
1. Dependent's weightage		Max. 30 points
(a) @ 5 points per dependents		
(b) @ 5 points per handicap dependent		
(c) @ 5 points per minor child		
(d) @ 5 points per unmarried daughter (after 18 yrs. of age)		
Sum of total of points for (a) to (d) above shall be subject to maximum of 30 points		
2. Basic Family Pension	Points	Max. 20 points
(IDA pattern or CDA+50%)		
Upto 2000	20	
2001 to 2250	18	
2251 to 2500	16	
2501 to 2750	14	
2751 to 3000	12	
3001 to 3250	10	
3251 to 3500	08	
3501 to 3750	06	
3751 to 4000	04	
4001 to 4250	02	
4250 & above	Nil	
3. Left out service		Max. 15 points
≤ 1 year left out service*	Nil	
> 1 year left out service*	@ 1 point for each year of left out svce. subject to maximum of 15 points.	
* to be counted w.r.t. date of death/medical invalidation		
4. Applicant's weightage		Max. 15 points
Widow seeking CGA	15	
others(Son/Daughter/Brother/Sister/Widower)	Nil	
5. Terminal benefits including DCRG, GPF/EPF, Leave encashment, CGEGIS/GSLI, LIC policies, ex-gratia payment etc.		Max 10 points
≤ 1.00 Lac	10	
>1 Lac to ≤ 2 Lac	09	
>2 Lac to ≤ 3 Lac	08	
>3 Lac to ≤ 4 Lac	07	
>4 Lac to ≤ 5 Lac	06	
>5 Lac to ≤ 6 Lac	05	
>6 Lac to ≤ 7 Lac	04	
>7 Lac to ≤ 8 Lac	03	
>8 Lac to ≤ 9 Lac	02	
>9 Lac to ≤ 10 Lac	01	
>10 Lac	Nil	

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ITEM	WEIGHTAGE POINTS
6. Accommodation	Max. 10 points
- Family living in rented house and not owning his own house	10
- Family living in own house	Nil

(B) Items with Negative points

7. Monthly income(Except income from srl 2 & 5 above) of earning member(s) including income from property/other sources **Max. 20 points**

-	Points
if spouse is an earning member	
income upto 4000/- p.m.	05
4001 to 6000 p.m.	10
6001 to 8000 p.m.	15
8001 p.m. & above	20
if spouse is not an earning member	
income upto 4000 p.m.	Nil
4001 to 6000 p.m.	05
6001 p.m. & above	10

8. Belated requests **Max. 35 points**
(Period to be counted from date of death/medical invalidation till date for application for CGA in prescribed format)

Period	Points
0 to ≤ 5 yrs.	Nil
>5 to ≤6 yrs	05
>6 to ≤7 yrs.	10
>7 to ≤8 yrs.	15
>8 to ≤9 yrs.	20
>9 to ≤10 yrs.	25
>10. & above	35

$$\text{NET POINTS} = \{A(1+2+3+4+5+6)\} - \{B(7+8)\}$$

Assessment criteria

- I. Cases with 55 or more NET POINTS shall be prima-facie treated as eligible for consideration by Corporate Office 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 rejected.

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Check-list with reference to Weightage Point System

(A) Items with positive points

Srl.	Item	Details	Points*	Remarks
1.	Dependents Weightage	<p style="text-align: right;">Nos.</p> (a) Total no. of dependent(s) Out of from (a) (b) No. of Handicap dependent(s) (c) No. of Minor dependent(s) (d) No. of Unmarried daughter(s) <i>[For (b), certificate issued by competent authority be enclosed. For (c) & (d) status to be taken w.r.t. date of CGA application in Proforma Part 'A'.</i>		
2.	Family Pension	Amount of basic family pension Rs..... <i>(IDA or CDA + 50%)</i>		
3.	Left Out Service	<p style="text-align: right;">Years</p> Left out service <i>(to be counted w.r.t. date of death/ medical invalidation)</i>		
4.	Applicant's weightage	widow or others <i>(Tick, whichever is applicable)</i>		
5.	Terminal Benefits	Total terminal Benefits - Rs.....		
6.	Accommodation	Family living in rented house and not owning his own house - Or Family living in own house - <i>(Tick, whichever is applicable)</i>		
Total Points (1+2+3+4+5+6)				

(B) Items with negative points

7.	Monthly income	Income of spouse - Rs..... Income of other dependents - Rs. <i>(Income from any other source may be included. Income/salary certificate issued by employer/ Tehsildar may be enclosed)</i>		
8.	Belated Request	Belated period, if any - <i>(To be counted from date of death/ medical invalidation till date of CGA application in Proforma Part 'A'.)</i>		
Total Points (7+8)				

* Points as per weightage Point System. If points for Dependent's weightage and left out service come to more than the maximum allotted points w.r.t. weightage point system, the maximum allotted points are to taken for that item, while computing total points.

$$\text{NET POINTS} = \{A(1+2+3+4+5+6)\} - \{B(7+8)\} =$$

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