

No.14014/3/2005-Estt.(D)
Government of India
Ministry of Personnel, Public Grievances & Pension
Department of Personnel & Training

New Delhi, dated the 9th Oct., 2006

OFFICE MEMORANDUM

Subject: Scheme for Compassionate Appointment under the Central Government - Calculation of vacancies for small Departments/cadres regarding.

The undersigned is directed to invite attention to this Department's O.M.No.14014/6/94-Estt.(D) dated the 9th October, 1998, as amended from time to time containing the Scheme for Compassionate Appointment. Para 7(b) of this O.M. provides that compassionate appointment can be made upto a maximum of 5% of vacancies under Direct Recruitment quota in any Group 'C' or 'D' post.

2. Pursuant to a demand raised by the Staff Side in the Standing Committee of the National Council (JCM) for review of the compassionate appointment policy, instructions have been issued vide O.M.No.14014/3/2005-Estt.(D) dated the 14th June, 2006 prescribing a certain method of calculation of vacancies under 5% quota for compassionate appointment. The provisions of the O.M. dated 14th June, 2006 have sought to enable the Ministries to locate vacancies under 5% quota, in order to absorb the most deserving cases.

3. The Scheme has been further examined, keeping in view the problem of non-availability of vacancies within the prescribed limit of 5% of Direct Recruitment vacancies in Group 'C' and 'D' posts (excluding technical posts), persisting in the small Ministries/Departments, even after issue of this Department's O.M. dated 14th June, 2006. It may happen that small Ministries/Departments may not be able to make a single compassionate appointment for a number of years due to non-availability of adequate direct recruitment vacancies in Group 'C' and 'D' posts arising in a year. Thus, this Department's O.M. dated 14th June, 2006 providing for a relaxed method for determination of vacancies under 5% quota, may not actually provide any relief to such small Ministries/Departments.

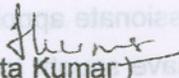
4. Accordingly, it has been decided that the small Ministries/Departments may apply a more liberalized method of calculation

of vacancies under 5% quota for compassionate appointment. The small Ministries/Departments, for the purpose of these instructions, are defined as organizations where no vacancy for compassionate appointment could be located under 5% quota for the last 3 years. Such small Ministries/Departments may add up the total of DR vacancies in Group 'C' and 'D' posts (excluding technical posts) arising in each year for 3 or more preceding years and calculate 5% of vacancies with reference to the grand total of vacancies of such years, for locating one vacancy for compassionate appointment. This is subject to the condition that no compassionate appointment was/has been made by the Ministries/Departments during 3 years or number of years taken over and above 3 years for locating one vacancy under 5% quota.

5. The instructions contained in the O.M.No.14014/6/94-Estt.(D) dated 9th October, 1998, as amended from time to time, stand modified to the extent mentioned above.

6. The above decision may be brought to the notice of all concerned for information, guidance and necessary action.

7. Hindi version will follow.


(Smita Kumar)
Director(E.I)

To

All Ministries/Departments of the Government of India.

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2. The Secretary, Union Public Service Commission.
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6. All attached/subordinate offices under the Department of Personnel & Training/Ministry of Home Affairs.
7. National Commission for SC/ST, New Delhi.
8. National Commission for OBC, New Delhi.
9. The Secretary, Staff Side, National Council.
10. The Registrar General, the Supreme Court of India.
11. The Department of Administrative Reforms and Public Grievances, Sardar Patel Bhawan, New Delhi.
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