

F.No.14014/2/2009-Estt(D)  
**Government of India**  
**Ministry of Personnel, Public Grievances and Pensions**  
**Department of Personnel & Training**

New Delhi, dated the 11<sup>th</sup> December, 2009

OFFICE MEMORANDUM

**Subject: Review of Scheme for Compassionate Appointment in the light of the 6th Pay Commission recommendations.**

The modification of the existing Scheme for Compassionate Appointment has been considered in the light of the recommendation of the 6<sup>th</sup> CPC as contained in para 2.2.9 and 2.2.10 of its Report. Accordingly, in partial modification of the Scheme for Compassionate Appointment issued by this Department vide O.M.No.14014/6/94-Estt.(D) dated 9<sup>th</sup> October, 1998, as amended from time to time, it has been decided in consultation with the Department of Expenditure that for appointment on compassionate grounds, in exceptional circumstances Government may consider recruiting persons not immediately meeting the minimum educational standards. Government may engage them as trainees who will be given the regular pay bands and grade pay only on acquiring the minimum qualification prescribed under the recruitment rules. The emoluments of these trainees, during the period of their training and before they are absorbed in the Government as employees, will be governed by the minimum of the – 1S pay band of Rs. 4440-7440 without any grade pay. In addition, they will be granted all applicable Allowances, like Dearness Allowances, House Rent Allowance and Transport Allowance at the admissible rates. The same shall be calculated on the minimum of – 1S pay band without any grade pay. The period spent in the –1S pay band by the future recruits will not be counted as service for any purpose as their regular service will start only after they are placed in the pay band PB-1 of Rs.5200-20200 along with grade pay of Rs.1800.

2. The above decision may be brought to the notice of all concerned for information, guidance and necessary action.
3. Hindi version will follow.

  
( Alok Ranjani )  
Director(E.I)

To  
All Ministries/Departments of the Government of India.

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- 8. The Comptroller and Auditor General of India, New Delhi.**
- 9. The Secretary, Union Public Service Commission, New Delhi**
- 10. The Secretary, Staff Selection Commission, New Delhi.**
- 11. All attached offices under the Ministry of Personnel, Public Grievances and Pensions**
- 12. National Commission for Scheduled Castes, New Delhi**
- 13. National Commission for Scheduled Tribes, New Delhi.**
- 14. National Commission for OBCs, New Delhi.**
- 15. Secretary, National Council (JCM), 13, Ferozeshah Road, New Delhi.**
- 16. Establishment Officer & A.S.**
- 17. All Officers and Sections in the Department of Personnel and Training.**
- 18. Facilitation Center, DoP&T(20 copies).**
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