

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

...
New Delhi, dated the 14th June, 2006

OFFICE MEMORANDUM

Subject: Scheme for Compassionate Appointment under the Central Government – Determination of vacancies for.

The undersigned is directed to say that the existing Scheme for Compassionate Appointment is contained in this Department's O.M.No.14014/6/94-Estt.(D) dated the 9th October, 1998 as amended from time to time. 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. After coming into effect of DOP&T instructions No.2/8/2001-PIC, dated the 16th May, 2001 on optimisation of direct recruitment to civilian posts, the direct recruitment would be limited to 1/3rd of the direct recruitment vacancies arising in the year subject to a further ceiling that this does not exceed 1% of the total sanctioned strength of the Department. As a result of these instructions, there has been a continuous reduction in the number of vacancies for direct recruitment, consequently resulting in availability of very few vacancies or no vacancy under 5% quota for compassionate appointment. Because of this, the various Ministries have been facing difficulty in implementing the Scheme for Compassionate Appointment even in the most deserving cases.

3. On a demand raised by Staff Side in the Standing Committee of the National Council (JCM) for review of the compassionate appointment policy, the matter has been carefully examined and taking into account the fact that the reduction in the number of vacancies for compassionate appointment is being caused due to operation of the orders on optimization of Direct Recruitment vacancies, the following decisions have been taken:-

While the existing ceiling of 5 % for compassionate appointment may not be modified but the 5% ceiling may be calculated on the basis of total direct recruitment vacancies for Group 'C' and 'D' posts (excluding

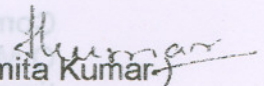
considered

technical posts) that have arisen in the year. Total vacancies available for making direct recruitment would be calculated by deducting the vacancies to be filled on the basis of compassionate appointment from the vacancies available for direct recruitment in terms of existing orders on optimization.

4. 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.

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

6. Hindi version will follow.


(Smita Kumar)
Director(E.I)

To

All Ministries/Departments of the Government of India.

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1. The Comptroller and Auditor General of India.
2. The Secretary, Union Public Service Commission.
3. Rajya Sabha Secretariat.
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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.
12. All Officers/Sections of Department of Personnel & Training
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