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
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.

Copy to:-
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2. The Secretary, Union Public Service Commission.
3. Rajya Sabha Secretariat.
4. Lok Sabha Secretariat.
5. All State Governments/Union Territories Administrations.
6. All attached/subordinate offices under the Department of Personnel & Training/Ministry of Home Affairs.
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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