

Most Immediate

Prasar Bharati
(India's Public Service Broadcaster)
Prasar Bharati Secretariat
Prasar Bharati House, Coprnicus Marg, New Delhi-110001

No.M-1/001(5)/2018-PBRB

Dated, 12 December, 2018

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To

(1) Shri F. Sheheryar,
Director General, All India Radio
Akashwani Bhawan,
Sansad Marg,
NEW DELHI-110001

(2) Ms. Supriya Sahu,
Director General, Doordarshan
Doordarshan Bhawan,
Coopernicus Marg, Mandi House,
NEW DELHI-110001

Subject: **Revised SOP on compassionate appointments in Prasar Bharati.**

Sir/Madam,

In supersession of earlier communication No.Misc.1/335/2012-PPC dated the 15th May, 2013 and No.A-10/12/2013-PPC dated the 21st August, 2014 on the above subject, revised Standard Operating Procedure (SOP), as approved by the Prasar Bharati Board in it's 151st Meeting held on 19.11.2018 is enclosed alongwith the relevant forms [Part-A and Part-B, as per DOPT OM No.14014/02/2012-Estt (D) dated 16.01.2013]. The existing SOP has been revised, keeping in view of the 7th CPC Pay structure and for bringing transparency and objectivity in considering belated requests for compassionate appointments. However, for the purpose of considering compassionate appointment cases and calculation of vacancies, the procedure and instructions already contained in the DOPT OM dated 16.01.2013, may be followed strictly.

2. Further, both the Directorates are also requested to publicize the scheme of Compassionate Appointment and revised SOP to all Stations/Kendras for

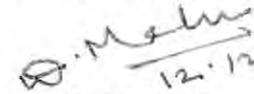
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making it accessible to the beneficiaries. In the event of death or retirement on medical grounds etc. of employees of AIR and Doordarshan, the respective welfare officers may extend all possible help, as per rules, to the families seeking appointment on compassionate grounds.

3. The revised SOP will take place with immediate effect. However, cases already considered, as per previous guidelines need not be re-opened.

4. This issues with the approval of the Competent Authority.

Yours faithfully


12.12.18

(Dinesh Mahur)

Additional D.G. (E&A)

Copy to:

- (i) DG,(News), AIR
- (ii) DG (News), Doordarshan
- (iii) CE, CCW (AIR)
- (iv) All Stations/Kendras of AIR/DDn through respective Scor Sections.
- ✓ (v) DDG (IT), PBS with a request to upload the Order on PB Website.

Copy for information to:

- (i) Staff Officer to CEO, PB
- (ii) PS to Member (F), PB
- (iii) PS to ADG (E&A), PBS

REVISED "SOP" [Standard Operating Procedure] ON COMPASSIONATE APPOINTMENTS IN PRASAR BHARATI

While considering requests for Compassionate Appointment in Prasar Bharati, the instructions/circulars issued by the DOPT from time to time are to be followed. However, to ensure proper transparency and objectivity in selection process, a SOP (Standard Operating Procedure) was circulated vide Prasar Bharati Secretariat letter No. Misc.1/335/2012-PPC dated 15.05.2013 which was modified vide Prasar Bharati Secretariat letter No. A-10/12/2013-PPC dated 21.08.2014. The Directorates were requested to give wide publicity vide Prasar Bharati Secretariat letter No.A-10/12/2013-PPC dated 14.07.2017.

2. Consequent upon implementation of the 7th CPC pay structure, the financial parameters are required to be revised again. As per 7th CPC structure, minimum pension stands revised from Rs.3500/- (as per 6th CPC) to Rs.9,000/- p.m. which approximately comes out to be 2.57 times the old pension. The Govt. of India have also approved this factor of 2.57 for working out revised pay, based on which DCRG, Family Pension and Leave encashment are calculated. Accordingly, the monetary parameters/attributes such as Family Pension, Terminal Benefits, Monthly income of earning members(s) and income from property and latest market value of the Movable/Immovable property have been revised by the multiplying the fitment factor of 2.57 or so, for arriving at the present-day weightage points. However, other non-monetary parameters/attributes viz. No. of Dependents, No. of Unmarried Daughters, No. of Minor Children and Leftover Service have been kept unchanged.

3. The objective of the revised SOP is to moderate the existing SOP points and to address the change of financial parameters due to 7th Pay Commission. The existing Standard Operating Procedure(SOP) allocation of points of various attributes based on a hundred point-scale needs to be reviewed and revised points/guidelines need to be set. This will bring objectivity and transparency in appointments on compassionate ground to a dependent family member of an employee working in Prasar Bharati dying in harness, thereby leaving his/her family in penury and

without any means of livelihood, to relieve the family of the employee concerned from financial destitution and to help it get over the emergencies. The balanced and objective assessment of financial condition of the families of the applicants has to be made taking into account the assets and liabilities and other relevant factors for considering the case of Compassionate Appointments in Prasar Bharati.

4. The efficacy of the revised SOP is based on its transparency. It is this aspect, which is foremost and hence while considering a request for appointment on compassionate grounds by the Committee, a balanced and objective assessment of the financial condition of the family has to be taken into account.

5. The Competent Authority for such cases in Prasar Bharati are as under:

- (i) Director General in All India Radio
- (ii) Director General in Doordarshan
- (iii) Member (Personnel) in Prasar Bharati; and
- (iv) Chief Executive Officer, Prasar Bharati

[In any special type of cases where relaxation is required in terms of

- (a) not meeting the minimum educational qualification,
- (b) belated requests,
- (c) where there is an earning member in the family; and
- (d) termination of services of a compassionate appointee for non-compliance of conditions in the offer of appointment]

6. In view of the above, it has been decided by the Competent authority that to achieve the objective of the scheme of the Compassionate Appointment and to ensure complete transparency, merits of the cases can be conveniently decided by allocating points to the applicants broadly based on various DOPT guidelines issued from time to time. Accordingly, the Prasar Bharati has worked out a revised system of allocation of points of various attributes based on a 100 point-scale based on 7th CPC recommendations as indicated in the tables given below:

6. Revised 100 point scale to be followed due to change of financial parameters

6.1 Basic Family Pension /Monthly Amount received under National Pension System
(20 Points)

Sl.No.	Slab	Points
1.	Upto Rs.9,000	20
2.	Rs.9,000 to 11,500	18
3.	Rs.11,501 to 14,000	16
4.	Rs. 14001 to 16,500	14
5.	Rs. 16,501 to 19,000	12
6.	Rs.19,001 to 21,500	10
7.	Rs.21,501 to 24,000	08
8.	Rs. 24,001 to 26,500	06
9.	Rs.26,501 to 29,000	04
10.	Rs.29,001 to 31,500	02
11.	Rs.31,501 and above	00

6.2 Lump sum amount received by the family on death of Employee (i.e. DCR Gratuity, GPF/PPF A/C balance, Leave Encashment, CGEGIS, LIC/PLI etc.)/Lump sum amount received under NPS etc.

(10 Points)

Sl.No.	Slab	Points
1.	Upto Rs.10,00,000	10
2.	Rs.10,00,001 to 11,87,500	09
3.	Rs.11,87,501 to 13,75,000	08
4.	Rs. 13,75,001 to 15,62,500	07
5.	Rs. 15,62,501 to 17,50,000	06
6.	Rs. 17,50,001 to 19,37,500	05
7.	Rs. 19,37,501 to 21,25,000	04
8.	Rs.21,25,001 to 23,12,500	03
9.	Rs.23,12,501 to 25,00,000	02
10.	Rs.25,00,000 to 26,87,500	01
11.	Rs.26,87,501 and above	00

6.3 Annual income from* movable/immovable property as well as Annual income earned by other member(s) of the family.

(05 Points)

Sl.No.	Slab	Points
1.	Nil	05
2.	Rs.1 to 1,05,000	04
3.	Rs.1,05,001 to 1,35,000	03
4.	Rs. 1,35,001 to 1,65,000	02
5.	Rs. 1,65,001 to 1,95,000	01
6.	Rs. 1,95,001 and above	00

6.4 Movable/immovable property of the family (Latest Market Value) including Fixed Deposit/Bank balance etc. but excluding the lumpsum amount received as mentioned in (b) above.

(10 Points)

Sl.No.	Slab	Points
1.	Nil	10
2.	Upto Rs. 5,00,000	08
3.	Rs.5,00,001 to 10,00,000	06
4.	Rs. 10,00,001 to 15,00,000	04
5.	Rs. 15,00,001 to 20,00,000	02
6.	Rs. 20,00,001 and above	00

6.5 No. of dependents

(15 Points)

Sl.No.	No. of dependents	Points
1.	1	05
2.	2	10
3.	3 and above	15

6.6 No. of Unmarried daughters

(15 Points)

Sl.No.	No. of unmarried daughters	Points
1.	None	00
2.	1	05
3.	2	10
4.	3 and above	15

6.7 No. of minor children

(15 Points)

Sl.No.	No. of minor children	Points
1.	None	00
2.	1	05
3.	2	10
4.	3 and above	15

6.8 Left over service

(10 Points)

Sl.No.	Service	Points
1.	Upto 5 years	02
2.	Over 5 years & upto 10 years	04
3.	Over 10 years & upto 15 years	06
4.	Over 15 years & upto 20 years	08
5.	Over 20 years	10

(Total 100 points)

7. However, for considering belated requests for Compassionate Appointments where the death/disablement took place long ago, weightage points towards "Basic Family Pension" & "Terminal Benefits" i.e. 6.1 and 6.2 mentioned above may be awarded in the following manner:-

7.1.1 Basic Family Pension -Pre 1996 deceased Employees

Sl.No.	Slab	Points
1.	Upto Rs.500	20
2.	Rs.501 to 600	18
3.	Rs.601 to 700	16
4.	Rs. 701 to 800	14
5.	Rs. 801 to 900	12
6.	Rs.901 to 1000	10
7.	Above Rs. 1000	08

7.1.2 Basic Family Pension - Pre 2006 deceased Employees

Sl.No.	Slab	Points
1.	Upto Rs.1300	20
2.	Rs.1301 to 1500	18
3.	Rs.1501 to 1700	16
4.	Rs. 1701 to 1900	14
5.	Rs. 1901 to 2100	12
6.	Rs.2101 to 2300	10
7.	Rs.2301 to 2500	08
8.	Above Rs. 2500	06

7.1.3 Basic Family Pension - Pre 2016 deceased Employees

Sl.No.	Slab	Points
1.	Upto Rs.3500	20
2.	Rs.3501 to 4500	18
3.	Rs.4501 to 5500	16
4.	Rs. 5501 to 6500	14
5.	Rs. 6501 to 7500	12
6.	Rs.7501 to 8500	10
7.	Rs.8501 to 9500	08
8.	Above Rs. 9500	06

7.2.1 Terminal Benefits - Pre 1996 deceased Employees

Sl.No.	Slab	Points
1.	Upto Rs.10,000	10
2.	Rs. 10,001 to 20,000	09
3.	Rs. 20,001 to 30,000	08
4.	Rs. 30,001 to 40,000	07
5.	Rs. 40,001 to 50,000	06
6.	Rs. 50,001 to 60,000	05
7.	Rs. 60,001 to 70,000	04
8.	Rs. 70,001 to 80,000	03
9.	Rs. 80,001 to 90,000	02
10.	Rs. 90,001 to 1,00,000	01
11.	Above Rs. 1,00,000	0

7.2.2 Terminal Benefits - Pre 2006 deceased Employees

Sl.No.	Slab	Points
1.	Upto Rs.1,00,000	10
2.	Rs. 1,00,001 to 1,20,000	09
3.	Rs. 1,20,001 to 1,40,000	08
4.	Rs. 1,40,001 to 1,60,000	07
5.	Rs. 1,60,001 to 1,80,000	06
6.	Rs. 1,80,001 to 2,00,000	05
7.	Rs. 2,00,001 to 2,20,000	04
8.	Rs. 2,20,001 to 2,40,000	03
9.	Rs. 2,40,001 to 2,60,000	02
10.	Rs. 2,60,001 to 3,,00,000	01
11.	Above Rs. 3,00,000	0

7.2.3 Terminal Benefits - Pre 2016 deceased Employees

Sl.No.	Slab	Points
1.	Upto Rs.4,00,000	10
2.	Rs. 4,00,001 to 4,75,000	09
3.	Rs. 4,75,001 to 5,50,000	08
4.	Rs. 5,50,001 to 6,25,000	07
5.	Rs. 6,25,001 to 7,00,000	06
6.	Rs. 7,00,001 to 7,75,000	05
7.	Rs.7,75,001 to 8,50,000	04
8.	Rs. 8,50,001 to 9,25,000	03
9.	Rs. 9,25,001 to 10,00,000	02
10.	Rs.10,00,001 to 10,75,000	01
11.	Above Rs. 10,75,000	0

8. In addition to the above, the dependent family member of the deceased employee, who has applied for Compassionate Appointment shall get additional points as **grace points** in the following circumstances:

Sl.No.	Circumstances for additional Grace Points	Points
1.	In the event of Employee and his/her spouse (i.e. both parents), have expired,	20
2.	In cases where the wife of deceased official has applied for compassionate appointment for herself	15
3.	If the dependent (wife) of the deceased official is differently-abled	03
4.	If the dependent (any family member) of the deceased official is differently-abled	05

9. Further, on the basis of the instructions issued by DOPT vide OM No. 14014/02/2012-Estt.(D) dated 16.01.2013, waiving of the time limit, the following merit points are to be awarded while considering the cases of the applicants whose applications for Compassionate Appointment are received late:

Sl.No.	Period after death of the official	Points
1.	5 years and above	03
2.	>3 years and < 5 years	05
3.	>2 years and < 3 years	07
4.	< 2 years	10

10. The revised SOP will take place with immediate effect. However, cases already considered as per previous guidelines need not be re-opened.

FORM FOR SEEKING COMPASSIONATE APPOINTMENT BY DEPENDENTS OF GOVERNMENT SERVANTS DECEASED WHILE IN SERVICE OR RETIRED ON MEDICAL GROUNDS

PART-A

- I. (a) Name of the Government servant (Deceased/retired on medical ground)
- (b) Designation of the Government Servant
- (c) Whether it is MTS(erstwhile Group 'D')or not?
- (d) Date of Birth of the Government Servant
- (e) Date of death/retirement on medical grounds
- (f) Total length of Service Rendered
- (g) Whether permanent or temporary
- (h) Whether belonging to SC/ST/OBC
- II. (a) Name of the candidate for appointment
- (b) His/Her relationship with the Government Servant
- (c) Date of Birth
- (d) Educational Qualification
- (e) Whether any other dependent family member has been appointed on compassionate grounds
- III. Particulars of total assets left including amount of
- (a) Family Pension
- (b) D.C.R. Gratuity
- (c) G.P.F. Balance
- (d) Life Insurance Policies (including Postal Life Insurance)
- (e) Moveable and Immovable properties & annual income earned therefrom by the family.
- (f) C.G.E. Insurance amount
- (g) Encashment of leave
- (h) Any other assets
- Total**
- IV. Brief particular of liabilities, if any.
- V. Particulars of all dependent family members of the Government servant (if Some are employed, their income and whether they are living together or separately

S.No.	Name(s)	Relationship with Govt. servant	Age	Address	Employed or not if employed particulars of employment and emoluments)
1					
2					
3					

VI. Declaration/Undertaking

- I hereby declare that the facts given by me above are, to the best of my knowledge, correct. If any of the facts herein mentioned are found to be incorrect or false at a future date, my services may be terminated.
- I hereby also declare that I shall maintain properly the other family members who were dependent on the Government servant/Member of the Armed Forces mentioned against 1(a) of Part-A of this form and in case it is proved at any time that the said family members are being neglected or not being properly maintained by me, my appointment may be terminated.

Date:

Signature of the Candidate
Name.....
Address.....

Shri/Smt/Kum _____ is known
to and the facts mentioned by him/her are correct.

Date:

Signature of permanent
Government servant.

Name: _____

Address:- _____

I have verified that the facts mentioned above by the candidate are correct.

Date:

Signature of permanent
Government servant.

Name: _____

Address:- _____

PART-B

(TO BE FILLED IN BY OFFICE IN WHICH EMPLOYMENT IS PROPOSED)

- I. (a) Name of the candidate for Appointment. _____
- (b) His/Her relationship with the Government servant. _____
- (c) Age (date of birth), educational qualifications and experience, If any. _____
- (d) Post (Group C) which employment is Proposed _____
- (e) Whether there is vacancy in that post within the ceiling of 5% prescribed under the scheme of compassionate appointment. _____
- (f) Whether the post to be filled is included in the Central Secretariat Clerical Service or not. _____
- (g) Whether the relevant Recruitment Rules provide for direct recruitment. _____
- (h) Whether the candidate fulfils the requirements of the Recruitment Rules for the post. _____
- (i) Apart from waiver of Employment Exchange/Staff Selection Commission procedure what other relaxation are to be given. _____
- (II) Whether the facts mentioned in Part-A have been verified by the office and if so, indicate the records. _____
- (III) If the Government servant died/retired on medical grounds more than 5 years back, why the case was not sponsored earlier. _____
- (IV) Personal recommendation of the Head of the Department in the Ministry/Department/Office.
(With his signature and office Stamp/seal) _____