STANDING ORDER NO. Welfare/04/2026

APPOINTMENT ON COMPASSIONATE GROUNDS IN DELHI POLICE

GENERAL SCHEME

(1) **SCOPE AND APPLICATION:-**

The Commissioner of Police, Delhi by virtue of Rule 5(d) of Delhi Police (Appointment & Recruitment) Rules, 1980 is competent to appoint a dependent member of the family of a deceased police employee, after relaxing only the procedure of recruitment subject to fulfilling other requirements, to Group 'C' posts, in order to help the family of the deceased in overcoming the economic hardships that are occasioned by the bereavement.

Applications for Appointment on Compassionate Ground will be examined and decided by a Screening Committee, comprising of Special Commissioner of Police (Welfare), Jt. CP/Addl. CP (Welfare), Jt. CP/Addl. CP (Vigilance), Deputy Commissioner of Police (HQ-III) and Deputy Commissioner of Police (Welfare) and headed by the Commissioner of Police, Delhi.

Compassionate appointment can be made in Group 'C' posts only, against direct recruitment quota. The appointment on compassionate ground is not a matter of right. The Hon'ble Supreme Court of India has laid down the following principles vide order dated 04.05.1994 in this regard in the case titled *'Umesh Kumar Nagpal Vs State of Haryana and Ors.'*:-

(i) Only dependents of an employee dying in harness, leaving his family in penury and without any means of livelihood, can be appointed on compassionate ground.

(ii) The posts in Group 'C' (formerly Class-III) are the lowest posts in non-manual categories and hence, they alone can be offered on compassionate grounds and no other post i.e., in the Group 'A' or Group 'B' category is expected or required to be given for this purpose as it is legally impermissible.

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(iii) The whole object of granting compassionate appointment is to enable the family to tide over the sudden crisis and to relieve the family of the deceased from financial destitution and to help it get over the emergency.

(iv) Offering compassionate appointment as a matter of course irrespective of the financial condition of the family of the deceased or medically retired Government servant is legally impermissible.

(v) Neither the qualifications of the applicant (dependent family member) nor the post held by the deceased or medically retired Government servant is relevant.

(vi) If the applicant finds it below his/her dignity to accept the post offered, he or she is free not to do so. The post is not offered to cater to his status but to see the family through the economic calamity.

(vii) Compassionate appointment cannot be granted after lapse of a reasonable period and it is not a vested right which can be exercised at any time in future.

(viii) Compassionate appointment cannot be offered on an ad-hoc basis.

Dependent family members of deceased Group 'C' MTS employee can also be considered and appointed in Group 'C' post provided he or she fulfills other required qualifications.

(2) **ELIGIBILITY CRITERIA FOR APPOINTMENT ON COMPASSIONATE GROUND :-**

(i). The family is indigent and deserves immediate assistance for relief from financial destitution; and

(ii). Applicant for compassionate appointment should be eligible and suitable for the post in all respects under the provisions of the relevant Recruitment Rules.

(3) **DEFINITIONS**

"Dependent Family Member" means –

(i). Spouse; or
(ii). Son (including adopted son); or
(iii). Daughter (including adopted daughter); or
(iv). Brother or Sister, in the case of an unmarried Government servant, who was wholly dependent on the deceased employee.

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"Government Servant" for the purpose of these instructions means a Government servant appointed on a regular basis and not one working on daily wages or casual or apprentice or ad-hoc or contract or re-employment basis.

"Service" includes extension in service (but not re-employment) after attaining the normal age of retirement.

"Re-Employment" does not include employment of ex-serviceman before the normal age of retirement.

(4) ELIGIBILITY CRITERIA

Dependent family member of the following categories of Government servant shall be eligible for this scheme: –

(i). Who dies while in service (including death by suicide;

or

(ii). Who is retired on medical grounds under Rule 2 of the CCS (Medical Examination) Rules 1957 or the corresponding provision in the Central Civil Service Regulations before attaining the age of 55 years (57 years for Group 'C', MTS) Government servants;

or

(iii). Who is retired on medical grounds under Rule 38 of the CCS (Pension) Rules, 1972 or the corresponding provision in the Central Civil Service Regulations before attaining the age of 55 years (57 years for Group 'C', MTS) Government servants;.

(iv). Who dies during the period of extension in regular service but not during re-employment.

(v). The benefit of compassionate ground appointment will not be available to the dependents of a Govt. Servant, in case the Govt. Servant was involved in criminal cases & other undesirable activities or was dismissed from service for his proven involvement in criminal cases & other undesirable activities. While considering such requests, the results of the police investigation should also be taken into account.

(5) MISSING GOVERNMENT SERVANTS

The dependents of missing government servants will be considered for appointment on compassionate ground subject to fulfilling the following conditions:-

(I) A request to grant the benefit of compassionate appointment can be considered only after a lapse of at-least 2 years from the date of missing, provided that:-

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(a) An FIR (or a Missing Report) to this effect has been lodged with the Police, and
(b) The missing Govt. Servant is not traceable, and
(c) The competent authority feels that the case is genuine.

(II) This benefit will not be applicable to the case of a government servant:-

(a) Who had less than 02 (two) years to retire on the date from which he/she has been missing; or

(b) Who is suspected to have committed any fraud, or suspected to have joined any terrorist or unlawful organization or, suspected to have gone abroad.

(III) Compassionate appointment in the case of a missing Government Servant would not be a matter of right (and it will be subject to availability of vacancies and fulfillment of all other conditions, as specified).

(IV) While considering such a request, the results of the Police investigation shall also be taken into account.

(6) **CASES WHERE THERE IS AN EARNING MEMBER**

(a) Compassionate ground appointment will not be offered to the dependent of the deceased police personnel, where there is already an earning member i.e. Govt. Servant (including public sector undertaking) in the family. However, in case married daughter of deceased is a Govt. Employee, then the Screening Committee will take a decision, keeping in view the status and all aspects of the deceased's family.

(b) Compassionate ground appointment will be offered by the Screening Committee in the initial or lowest rank or post to the dependent of the deceased police personnel.

(c) In belated case, the applicant can apply till as long as he or she has not attained the maximum age prescribed for the particular post for which he or she is applying.

(d) In case of an unmarried police employee, his or her dependent brother or unmarried sister may be considered for this appointment. He or she will have to give undertaking to the effect that he or she will look after the other dependent members of the family of the deceased Police employee.

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(7) DETERMINATION/AVAILABILITY OF VACANCIES

(a) Appointment on compassionate grounds shall be made only on a regular basis and that too, only if regular vacancies meant for that purpose, are available.

(b) It is clarified that there are no earmarked vacancy exclusively for Compassionate ground appointment and Compassionate ground appointments can be made up to a maximum of 5% of regular, direct recruitment quota vacancies only in Group 'C' posts. A person selected for appointment on compassionate grounds should be adjusted in the recruitment roster against the appropriate category, viz., SC/ST/OBC/General depending upon the category to which he/she belongs, e.g. if he/she belongs to SC category, he/she will be adjusted against SC reservation point, if he/she is ST/OBC, he/she will be adjusted against ST/OBC point and, if he/she belongs to General category, he/she will be adjusted against the vacancy point meant for General category.

(c) In case of appeal, if the Hon'ble LG has approved the name of any candidate for any post offered under compassionate ground appointment scheme in Delhi Police, the said post will be adjusted within 5% of direct recruit vacancies available for that calendar year. In case, the slot within 5% of direct recruit vacancies for that year are not available, then the same will be adjusted in the next calendar year, when the first vacancy arises.

(8) PROCEDURE FOR FILING APPLICATION FOR APPOINTMENT ON COMPASSIONATE GROUND

(a) The Welfare Officer of Distt./Unit should meet the family members of the deceased Government Servant and apprise them of the terminal benefits available to the family. This may be done at the earliest possible preferably, within 30 days of death of the Government Servant.

(b) In case it is observed by the Welfare Officer that the condition of the family of the deceased Government Servant is indigent, the family should be apprised of the scheme for compassionate appointment.

(c) Application for compassionate appointment should be submitted as early as possible after the death of the employee in the office of DCsP Districts or Units where the deceased employee was posted at the time of his/her death. The candidate can apply for more than one post, on the prescribed format at ***Appendix-I.*** However, they have to fill up separate forms as per ***Appendix-I*** in case they wish to apply for. Department may take up the request for compassionate appointment even where the death took place in the

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past few years, keeping in view the basic criteria that the family is in distress and needs such relief.

(d) There will be no bar in applying for multiple post for compassionate ground appointment.

(e) The candidate's application will be valid for the calendar year in which it is considered. The candidate will have to re-apply if he/she wishes to be considered for next calendar year.

(f) All Districts or Units DCsP shall use the prescribed proforma as in ***Appendix-II*** for collecting necessary information and processing the cases of compassionate appointments.

(g) In the case where there is more than one dependent of the deceased, applying for compassionate ground appointment, concerned Districts or Units DCsP should analyze and forward the genuine case only.

(h) Concerned Districts or Units DCsP should forward only those cases, in which the candidate fulfills the criteria mentioned in this Standing Order i.e. Age, Education, Height, etc.

(i) Before forwarding the case for compassionate ground appointment to PHQ, all the documents/certificates of the applicant should be checked/verified by the Distt./Unit from where the case of candidate for compassionate ground is recommended.

(j) It should also be indicated in the ***Appendix-II*** as to whether the deceased was involved in any Criminal Case or was placed under suspension or facing court case or Departmental proceedings etc. before his death.

(k) Checking the genuineness of certificate of HTV Driving License is mandatory from the concerned Transport Authority before forwarding the case for the post of Constable (Driver).

(l) The verification regarding movable/immovable property, number of dependents, financial position etc. in respect of the applicant may be got conducted (as per ***Appendix-II***) through Special Branch, Delhi, if the family of the deceased police personnel is residing in Delhi or within 150 Kms. from Delhi.

(m) All compassionate ground appointment cases duly completed in all respect should be sent to Police Headquarters within three months for further action.

(n) The cut-off date for fixing the age of the candidates for compassionate ground appointments shall be date of application

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subject to fulfilling other eligibility or criteria. Meeting of Screening Committee shall be held once in a year. Once an application is considered and accepted or rejected, subsequent application, if any, can be re-considered in next calendar year only. The application received up to 31th December for any year would be considered against vacancy of next calendar year.

(o) Every application found to be in order, should be acknowledge by assigning a unique Registration number/File No. by PHQ. All pending Applications should also be assigned unique registration number/File No. this may be done within 2 to 3 weeks of time. Once a unique registration number/File Number has been assigned to an application, the applicants, including those whose application(s) are pending, may be informed through email or other forms of communication (including digital modes of communication) of their Unique Application Registration Number/File No.

(p) The Screening Committee shall adopt a Relative Merit Points System **Appendix-III** for Allocation of Points for Various Attributes of the eligible candidates for compassionate appointments in Delhi Police on a 100 point scale based on the guidelines of DoP&T OM No. F.No.43019/9/2019-Estt. (D), dated 23.08.2021 and MHA O.M. No. A-12012/01/2022-Ad.II, dated 17.06.2022.

(q) While applying point based merit scheme, as mentioned in **Appendix-III**, if a situation so arises that some candidates secure equal marks in merit, then the following criteria will be used to decide the case:-

(i) Income available per dependent i.e. total of first three financial parameters prescribed in **Appendix-III** (Pension annualized, total terminal benefits, annual income of earning members (other than Govt. employee) and income from property) divided by total number of dependents. The lesser the per dependent available income, the higher the rank amongst the applicants whose scores had a tie.

(ii) In case of tie, even after applying the factor of per dependent available income, then the left-over service of Government servant can be considered. This is suggested as it may be implied that longer the left-over service of the deceased, the more is the impact on the family. Applicants related to Government servant with higher left-over service would be considered over the one with lesser left-over service.

(iii) In case of tie, even after applying the factor of left-over service, the date of birth of candidate will be taken into account and the one who aged higher than the other, may be given preference.

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(r) APPELLATE BOARD FOR PHYSICAL MEASUREMENT TESTS:-

"An Appellate Board shall be constituted consisting of one officer not below the rank of Joint Commissioner of Police / Additional Commissioner of Police (Armed Police) and one or more officer(s) of appropriate ranks. The Board shall consider the appeals filed by candidates against physical measurements (Height and Chest) and shall conduct the re-measurement within a period not exceeding five days from the date of the first measurement."

(9) RELAXATION AND EXEMPTIONS

Relaxations

Following relaxations shall be available to the candidates being considered for appointment on compassionate ground:-

Prescribed					RELAXATION Being considered for C.G. Appointment			
Post	Age	Edu.	Height	Chest	Age	Edu.	Height	Chest
HC(MIN) MALE	18-25 Yrs. (Genl) Upto 28 Yrs. (OBC) Upto 30 Yrs. (SC/ST)	12th Std.	165 Cms.	78-82 Cms.	18-25 Yrs. (Genl.) Upto 28 Yrs. (OBC) Upto 30 Yrs. (SC/ST)	11th Std.	160 Cms.	73-77 Cms.
HC(MIN) FEMALE	18-25 Yrs. (Genl) Upto 28 Yrs. (OBC) Upto 30 Yrs. (SC/ST)	12th Std.	157 Cms.	-	18-25 Yrs. (Genl) Upto 28 Yrs. (OBC) Upto 30 Yrs. (SC/ST)	11th Std.	'152 Cms.	-
	35, 38 & 40 Years For Physically handicapped (40% and above) for General, OBC and SC/ST categories respectively for locomotor disability (Either one or both leg affected) shall be allowed for the post of HC (Min)/W/HC(Min.). Their post will be civilian in nature and they will not wear uniform of Delhi Police.							
CT (EXE) MALE	18-29 Yrs. (Genl. & OBC) Upto 30 Yrs. (SC/ST)	12th Std.	170 Cms.	81-85 Cms.	18-29 Yrs. (Genl & OBC) Upto 30 Yrs. (SC/ST)	11th Std.	165 Cms.	76-80 Cms

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CT [EXE] FEMALE	18-29 Yrs. (Genl. & OBC) Upto 30 Yrs. (SC/ST)	12th Std.	157 Cms.	-	18-29 Yrs. (Genl & OBC) Upto 30 Yrs. (SC/ST)	11th Std.	152 Cms.	-
CT (DVR]	21-30 Yrs. (Genl) Upto 33 Yrs. (OBC) Upto 35 Yrs. (SC/ST)	12th Std.	170 Cms.	81-85 Cms.	21-30 Yrs. (Genl) Upto 33 Yrs. (OBC) Upto 35 Yrs. (SC/ST)	11th Std.	165 Cms.	76-80 Cms
MTS	18-27 Yrs. (Genl) Upto 30 Yrs. (OBC) Upto 32 Yrs. (SC/ST)	10th Std.	-	-	18-27 Yrs. (Genl) Upto 30 Yrs. (OBC) Upto 32 Yrs. (SC/ST)	10th Std.	-	-
	37, 40 & 42 Years for Physically handicapped (40% and above) for General, OBC and SC/ST categories respectively.							
WIDOW	Upto 45 years in all cadre	Physical and educational standards as per requirement of the posts.						

No request for appointment of technical post i.e. AWO/TPO etc. will be entertained on compassionate ground. The lower age limit should, however, in no case will be relaxed below 18 years of age and no assurance will be given for considering the case in future.

Exemption

Compassionate appointments are exempted from observance of Recruitment procedure as laid down in Standing Orders dealing with the rest of different categories of the staff.

9(A) Trade Test

(a) The names of those candidates approved for the post of Head Constable (Ministerial) have to qualify Typing Test for 10 minutes @ speed of 30 words per minute in English or speed of 25 words per minute in Hindi respectively on computer based Typing Test.

(b) The names of those candidates approved for the post of Constable (Driver) have to qualify Trade Test of Driving.

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(10) MISCELLANEOUS

(i) **Balanced and Objective Assessment On Financial Condition**

The financial benefits received as per entitlement etc. by the family of the deceased Government servants under various welfare schemes are to be kept in view while considering cases of compassionate appointments besides the individuals personal assets particularly immovable property. It should be kept in mind that a house in the village or hometown or even in Delhi may not generate running income and as such possession of such property unless it has tenants, providing enough rent regularly to sustain the individual etc; should not be a ground for rejection. It has been clarified that the intention is not that the requests should be rejected merely on the ground that the family has these benefits should be taken into account, the financial condition of the family has to be assessed taking into account its liabilities and all other relevant factors such as the presence of an earning member.

(ii) **Widow Appointed On Compassionate Grounds Getting Re-Married**

A widow appointed on compassionate grounds will be allowed to continue in service even after her re-marriage.

(iii) **Undertaking**

A person appointed on compassionate grounds under the scheme should give an undertaking in writing (as given in Column VII of part –A of *Appendix-II* that he or she will maintain the other family members properly, who were dependent on the deceased or medically retired Government servant and in case it is proved subsequently (at any time) that the family members are being neglected or are not being maintained properly by the compassionate appointee, his or her appointment may be terminated forthwith.

(iv) **No Request for Change in Post or Person**

When a person has been appointed on compassionate ground to a particular post, the set of circumstances, which led to such appointment, should be deemed to have ceased to exist. Therefore:-

a. He or she should strive in his or her career like his or her colleagues for future advancement and any request for appointment to any higher post on consideration of compassion should invariably be rejected.

b. Once the case is approved for appointment on compassionate grounds, the offer cannot be transferred to any other persons and any request for the same should invariably be rejected unless the

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candidate is declared medically unfit or in case of any mis-happening to the candidate who has been selected for compassionate appointment.

c. Once compassionate ground appointment has been approved, no request for change to higher post will be entertained.

(11) **POWERS OF COMMISSIONER OF POLICE DELHI AND LT. GOVERNOR**

a. As per Rule 5(d) of Delhi Police (Appointment & Recruitment) Rule 1980 rule, notwithstanding the above rules, the Commissioner of Police shall be the competent authority to appoint in relaxation of the procedure of recruitment through the Employment Exchange and without subjecting to competitive test, the son or daughter of Delhi Police personnel who die in harness leaving their families in immediate need of assistance in terms of the instructions issued by the Govt. of India, MHA regarding such compassionate appointment.

b. As per Rule 30 of Delhi Police (Appointment & Recruitment) Rule 1980,under the head "Power to Relax" when the administrator is of the opinion that it is necessary or expedient so to do, he may, by order, for reasons to by recorded in writing, relax any of the provisions of these Rules with respect to any class, category, of persons or posts or in an individual case.

(12) **APPEAL**

The applicant may file an appeal before the Hon'ble L.G., Delhi within a period of one year from the date of receipt of rejection of request for appointment on compassionate grounds, if he or she, so desires.

(13) **NO BAN ON COMPASSIONATE APPOINTMENT**

Compassionate appointments are exempted from the ban on filling up of the posts. Appointments should not be denied or delayed merely on the ground that there is re-organization in the Department, but should be made available to the person concerned if there is a vacancy meant for compassionate appointment and he or she is found eligible and suitable under scheme.

The Commissioner of Police, Delhi may relax any of the conditions laid down in the Standing Order as per requirement.

(14) **SUPERSESSION CLAUSE**

This Standing Order supersedes previous Standing Order No. Welfare/04/2024 issued vide No. 8951-9100/Record Branch/PHQ dated 23.08.2024 issued on this subject.

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(15) **DISCLAIMER**

It is made clear that this Standing Order is exclusively for internal functioning of Police Department.

(SATISH GOLCHHA)
COMMISSIONER OF POLICE:
DELHI.

No. 1801-1950 /Record Branch/PHQ dated Delhi the 01/06/2026.

Copy forwarded to:-

1. All Special Commissioner of Police, Delhi.
2. All Joint Commissioner of Police, Delhi including Jt. Director, Delhi Police Academy, Delhi/New Delhi
3. All Additional Commissioners of Police, Delhi.
4. OSD to C.P., Delhi.
5. All Deputy Commissioner of Police, Districts/Units including PHQ, C.P. Sectt., FRRO and Deputy Director/Delhi Police Academy, Delhi/New Delhi.
6. DCP/HQ(IV)/PHQ with the direction to upload the Standing Order on Intra-DP.
7. LA to C.P. and FA to C.P., Delhi.
8. All ACsP/Insprs./PHQ.
9. PS/Reader to C.P., Delhi.
10. HAR/PHQ.
11. Inspr./Knowledge Center/PHQ.

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Appendix – I

APPLICATION FORM FOR APPOINTMENT AS HEAD CONSTABLE (MINISTERIAL) ON COMPASSIONATE GROUNDS IN DELHI POLICE.

To

The Commissioner of Police,
Police Headquarters, New Delhi.
(Through DCP/District/Units.....Delhi/New Delhi).

Subject:- Application for appointment in Delhi Police on Compassionate Grounds.

Respected Sir,

Most humbly, it is stated that my Husband/Wife/Father/Mother/Brother/Sister expired on_____due to_____and left alone my family members in great financial hardship.

It is humbly requested that my case may kindly be considered sympathetically and appointment be granted in favour of _____(wife/husband/son/daughter/brother/sister) on compassionate grounds.

(A) **DETAILS OF THE DECEASED POLICE PERSONNEL**

1.	RANK, NAME, BELT NO. & PIS NO. OF DECEASED	
2.	PLACE OF POSTING AT THE TIME OF DEATH (DISTT./UNITS)	
3.	DATE OF DEATH	
4.	CAUSE OF DEATH	

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(B) DETAILS OF FAMILY MEMBER (CANDIDATE0 FOR WHOM EMPLOYMENT ON COMPASSIONATE GROUNDS IS REQUESTED:

1.	NAME OF THE CANDIDATE	
2.	DATE OF BIRTH OF THE CANDIDATE	
3.	RELATION WITH DECEASED	

Thanking you,

Yours faithfully,

(Signature of the Candidate)

NAME_____

ADDRESS_____

CONTACT NO._____

DATED:

PLACE:

ACKNOWLEDGE SLIP (OFFICE COPY)

DISTRICT/UNITS _____

DIARY NO. _____

DATE _____

.....

Dak Section/Distt/Units

ACKNOWLEDGE SLIP (APPLICANT'S COPY)

DISTRICT/UNITS _____

DIARY NO. _____

DATE _____

Dak Section/Distt/Units

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Appendix – I

APPLICATION FORM FOR APPOINTMENT AS CONSTABLE (EXECUTIVE) ON COMPASSIONATE GROUNDS IN DELHI POLICE.

To

The Commissioner of Police,
Police Headquarters, New Delhi.
(Through DCP/District/Units.....Delhi/New Delhi).

Subject:- Application for appointment in Delhi Police on Compassionate Grounds.

Respected Sir,

Most humbly, it is stated that my Husband/Wife/Father/Mother/Brother/Sister expired on_____due to_____and left alone my family members in great financial hardship.

It is humbly requested that my case may kindly be considered sympathetically and appointment be granted in favour of _____(wife/husband/son/daughter/brother/sister) on compassionate grounds.

(A) **DETAILS OF THE DECEASED POLICE PERSONNEL**

1.	RANK, NAME, BELT NO. & PIS NO. OF DECEASED	
2.	PLACE OF POSTING AT THE TIME OF DEATH (DISTT./UNITS)	
3.	DATE OF DEATH	
4.	CAUSE OF DEATH	

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(B) **DETAILS OF FAMILY MEMBER (CANDIDATEO FOR WHOM EMPLOYMENT ON COMPASSIONATE GROUNDS IS REQUESTED:**

1.	NAME OF THE CANDIDATE	
2.	DATE OF BIRTH OF THE CANDIDATE	
3.	RELATION WITH DECEASED	

Thanking you,

Yours faithfully,

(Signature of the Candidate)

NAME_____

ADDRESS_____

CONTACT NO._____

DATED:

PLACE:

ACKNOWLEDGE SLIP (OFFICE COPY)

DISTRICT/UNITS _____

DIARY NO. _____

DATE _____

..... **Dak Section/Distt/Units**

ACKNOWLEDGE SLIP (APPLICANT'S COPY)

DISTRICT/UNITS _____

DIARY NO. _____

DATE _____

Dak Section/Distt/Units

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Appendix – I

APPLICATION FORM FOR APPOINTMENT AS CONSTABLE (DRIVER) ON COMPASSIONATE GROUNDS IN DELHI POLICE.

To

The Commissioner of Police,
Police Headquarters, New Delhi.
(Through DCP/District/Units.....Delhi/New Delhi).

Subject:- Application for appointment in Delhi Police on Compassionate Grounds.

Respected Sir,

Most humbly, it is stated that my Husband/Wife/Father/Mother/Brother/Sister expired on_____due to_____and left alone my family members in great financial hardship.

It is humbly requested that my case may kindly be considered sympathetically and appointment be granted in favour of _____(wife/husband/son/daughter/brother/sister) on compassionate grounds.

(A) DETAILS OF THE DECEASED POLICE PERSONNEL

1.	RANK, NAME, BELT NO. & PIS NO. OF DECEASED	
2.	PLACE OF POSTING AT THE TIME OF DEATH (DISTT./UNITS)	
3.	DATE OF DEATH	
4.	CAUSE OF DEATH	

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(B) **DETAILS OF FAMILY MEMBER (CANDIDATE0 FOR WHOM EMPLOYMENT ON COMPASSIONATE GROUNDS IS REQUESTED:**

1.	NAME OF THE CANDIDATE	
2.	DATE OF BIRTH OF THE CANDIDATE	
3.	RELATION WITH DECEASED	

Thanking you,

Yours faithfully,

(Signature of the Candidate)

NAME_____

ADDRESS_____

CONTACT NO._____

DATED:

PLACE:

ACKNOWLEDGE SLIP (OFFICE COPY)

DISTRICT/UNITS _____

DIARY NO. _____

DATE _____

Dak Section/Distt/Units

.....

ACKNOWLEDGE SLIP (APPLICANT'S COPY)

DISTRICT/UNITS _____

DIARY NO. _____

DATE _____

Dak Section/Distt/Units

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Appendix – I

APPLICATION FORM FOR APPOINTMENT AS MULTI TASKING STAFF (MTS) ON COMPASSIONATE GROUNDS IN DELHI POLICE.

To

The Commissioner of Police,
Police Headquarters, New Delhi.
(Through DCP/District/Units.....Delhi/New Delhi).

Subject:- Application for appointment in Delhi Police on Compassionate Grounds.

Respected Sir,

Most humbly, it is stated that my Husband/Wife/Father/Mother/Brother/Sister expired on_____due to_____and left alone my family members in great financial hardship.

It is humbly requested that my case may kindly be considered sympathetically and appointment be granted in favour of _____(wife/husband/son/daughter/brother/sister) on compassionate grounds.

(A) DETAILS OF THE DECEASED POLICE PERSONNEL

1.	RANK, NAME, BELT NO. & PIS NO. OF DECEASED	
2.	PLACE OF POSTING AT THE TIME OF DEATH (DISTT./UNITS)	
3.	DATE OF DEATH	
4.	CAUSE OF DEATH	

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(B) **DETAILS OF FAMILY MEMBER (CANDIDATE0 FOR WHOM EMPLOYMENT ON COMPASSIONATE GROUNDS IS REQUESTED:**

1.	NAME OF THE CANDIDATE	
2.	DATE OF BIRTH OF THE CANDIDATE	
3.	RELATION WITH DECEASED	

Thanking you,

Yours faithfully,

(Signature of the Candidate)

NAME_____

ADDRESS_____

CONTACT NO._____

DATED:

PLACE:

ACKNOWLEDGE SLIP (OFFICE COPY)

DISTRICT/UNITS _____

DIARY NO. _____

DATE _____

Dak Section/Distt/Units

.....

ACKNOWLEDGE SLIP (APPLICANT'S COPY)

DISTRICT/UNITS _____

DIARY NO. _____

DATE _____

Dak Section/Distt/Units

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Appendix – II

PART - A

PROFORMA REGARDING EMPLOYMENT TO DEPENDENTS OF GOVERNMENT SERVANTS DYING WHILE IN SERVICE /RETIRED ON INVALID PENSION

I	**Particulars of deceased/employee retired on invalid pension**		
	a)	Name of the Government Servant (deceased/retired on medical grounds)	
	b)	Designation of the Government servant	
	c)	Date of birth of Deceased/Retired on medical grounds Govt. Servant	
	d)	Date of Superannuation of Deceased retired on medical grounds, Govt. Servant	
	e)	Whether MTS or Not?	
	f)	Date of Death/Retirement on Medical grounds	
	g)	Date of initial appointment in Government service in r/o Deceased/Retired on medical grounds Govt. Servant.	
	h)	Total length of service rendered	
	i)	Age at the time of death	
	j)	Whether permanent or temporary	
	k)	Whether belonging to SC/ST/OBC	
II	**Particulars of the Candidate**		
	a)	Name of candidate for appointment	
	b)	His/Her relationship with the Government Servant	
	c)	Marital status of the applicant	
	d)	Date of birth of candidate	
	e)	Educational Qualification of candidate General Technical	
	f)	Whether any other dependent has been appointed on compassionate ground	
	g)	Height of the applicant	
III	**Particulars of total assets left including amount**		
	a)	Family Pension	
	b)	Retirement/Death Gratuity	
	c)	G.P.F Balance (DLIS)	
	d)	L.I. Policies (including PLI)	
	e)	C.G.E. Insurance amount + Saving fund	
	f)	Encashment of Leave	
	g)	D.P.W.S Fund	
	h)	Any other assets	
	i)	Amount of DLIS	
		Total	

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IV	(a) Movable and immovable properties/Agricultural Land etc., in the name of deceased government servant or any member of family, in Delhi or out side Delhi. (b) If yes, annual income earned and details thereof.	
V	Brief Particulars of Liabilities, if any	
VI	Residence particulars & Address	Rented / Own House / Govt. Accommodation(Enclose proof) Address: .... Post Office : ..... Tehsil/Sub-division: ..... District : ..... Pin code : ..... State : .....

VII Particulars of all dependents of the employee (if some are employed, their income and whether they are living together or separately)

S.N	Name(s)	Relationship with the Government Servant	Date of birth /Age	Address	Employed or not (if employed particulars of employment and emoluments)	Marital Status
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1						
2						
3						
4						

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VIII	DECLARATION/UNDERTAKING
	1. 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 and I would be prosecuted under section 212,229,234,235,236 & 237 of BNS(Bharatiya Nyaya Sanhita). 2. 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 mention against I(a) of Part-A of this form and in case it is proved at any time that the said family member are being neglected or not being properly maintained by me, my appointment may be terminated. Dated_____ Signature of the Candidate _____ Name :- _____ Address:-_____ I have verified that the facts mentioned by the candidate above, are correct. Dated_____ Signature of the Welfare Officer of the Department with office stamp/seal Name :- _____ Address :- _____ _____ Rank, Name & Number with place of posting :-

Enclosure :

1.	Death Certificate (in original)
2.	Copy of certificates as proof Educational qualification & experience, (Self Attested)
3.	Proof of Age/DOB of applicant & other family members (Self Attested)
4.	Copy of ration card (Self Attested)
5.	Copies of orders of all pension benefits i.e. PPO, GLIS, Savings etc. (Self Attested duly verified by administrative department concerned)
6.	NOC from other members of family (Self attested declaration/undertaking)
7.	Two Photographs of applicant. (Attested by the Department)
8.	Rent agreement, Rent receipt and proof of ownership of Landlord of last quarter if applicable.

NOTE: FURNISHING OF WRONG / FALSE INFORMATION / CERTIFICATE IS PUNISHABLE UNDER SECTION 212,229,234,235,236 & 237 of BNS(BHARATIYA NYAYA SANHITA).

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Appendix – II

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 for which employment is proposed and whether it is Group 'C' or 'D'	
	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 record		
III	If the Government servant died/retired on medical grounds more that 5 years back, reasons for delay in submission of case be provided.		
IV	Personal recommendation of the Head of the Department in the Ministry/Department/Office		

SIGNATURES OF HEAD OF OFFICE
WITH OFFICE SEAL

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PART-C

A ENQUIRY TO BE MADE BY SPECIAL BRANCH OR LOCAL POLICE

Name	Date of Birth & age	Married / Unmarried	Relationship with the deceased employee	Earning/ Non-earning	Occupation Govt./Pvt.	Living with the family/separately if separately please add photo copy of ration cards of both

Note:- Annual income of earning member(other than Govt. employee) to be verified from the documents (like bank statements, ITR, Certificate from Revenue Authority) and affidavit produced by the applicant and verified by the Divisional/Regional/Circle Authority.

B DETAILS ABOUT MOVEABLE /IMMOVABLE PROPERTY

House /Plot No.	Measurement	Location	Present value	Name of the owner	Financial position

C DETAILS OF OTHER MOVABLE PROPERTY

Agricultural land or any other property	Measurement	Location with present value Vill/Tehsil/Distt etc.	Monthly annual income	Name of the owner (Relationship with the deceased)

Note:- Value of Movable/Immovable property of the family and income from property to be verified from the documents/affidavit/certificate from Revenue/Municipal authority/Concerned department etc produced by the applicant and verified by the Divisional/Regional/Circle Authority.

Signature of the Enquiry Officer
With Name, Rank and PIS No.
With Stamp of the EO.

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Appendix-III

PART-A

Relative Merit Points System For Allocation of Points for Various Attributes of Applicant for compassionate appointments in Delhi Police based on 100 Point Scale

(i) **Family pension (basic excluding DR & Allowances).**

(20 points)

SL NO.	Proposed Slab in Rs.	Points
1.	Upto 10,000	20
2.	10,001-13,000	18
3.	13,001-16,000	16
4.	16,001-19,000	14
5.	19,001-22,000	12
6.	22,001-25,000	10
7.	25,001-28,000	08
8.	28,001 & above	06

(ii) **Terminal benefits in Rs. i.e. Lump sum amount received by the family on death of Govt. servant (i.e. DCR Gratuity, GPF/Lump sum amount under NPS, CGEGIS, Leave encashment etc.).**

(10 points)

For pre 01.01.2016 death cases	For post 01.01.2016 death cases	Points
Up to 4,50,000	Up to 10,00,000	10
4,50,001-5,25,000	10,00,001-12,00,000	09
5,25,001-6,00,000	12,00,001-14,00,000	08
6,00,001-6,75,000	14,00,001-16,00,000	07
6,75,001-7,50,000	16,00,001-18,00,000	06
7,50,001-8,25,000	18,00,001-20,00,000	05
8,25,001-9,00,000	20,00,001-22,00,000	04
9,00,001-9,75,000	22,00,001-24,00,000	03
9,75,001-10,50,000	24,00,001-26,00,000	02
10,50,001 & above	26,00,001 & above	01

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(iii) Annual income of earning members (Other than Govt. employee) of the family & income from property.

(10 Points)

Sl. No.	Annual Income in Rs.	Points
1.	Nil to 1,00,000	10
2.	1,00,001 to 3,00,000	08
3.	3,00,001 to 5,00,000	06
4.	5,00,001 to 7,00,000	04
5.	7,00,001 to 9,00,000	02
6.	Above 9,00,000	00

Note:-To be verified from the documents (like bank statements, ITR, Certificate from Revenue Authority) and affidavit produced by the applicant and verified by the Divisional/Regional/Circle Authority.

(iv) Value of Movable/Immovable Property of the family.

(10 Points)

Sl. No.	Value of Property in Rs.	Points
1.	Nil	10
2.	Upto 5,00,000	08
3.	5,00,001 to 10,00,000	06
4.	10,00,001 to 15,00,000	04
5.	15,00,001 to 20,00,000	02
6.	20,00,000 & Above	00

Note:- To be verified from the documents/affidavit/certificate from Revenue/Municipal Authority/Concerned department etc produced by the applicant and verified by the Divisional/Regional/Circle Authority.

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(v) Leftover Service of the deceased Government employee.

(15 Points)

Leftover Service of deceased	Points	Leftover Service of deceased	Points	Leftover Service of deceased	Points
Upto 2 years	01	Upto 12 years	06	Upto 22 years	11
Upto 4 years	02	Upto 14 years	07	Upto 24 years	12
Upto 6 years	03	Upto 16 years	08	Upto 26 years	13
Upto 8 years	04	Upto 18 years	09	Upto 28 years	14
Upto 10 years	05	Upto 20 years	10	Upto 30 years & above	15

(vi) Number of unmarried daughters.

(10 Points)

SI. No.	No. of Unmarried daughters	Points
1.	02 & above	10
2.	01	05

(vii) Number of dependents minor children

(05 Points)

SI. No.	No. of minor dependents	Points
1.	02 & above	05
2.	01	03

(viii) If, spouse of the deceased Govt. Officials has applied for compassionate appointments.

(10 Points)

(ix) If one or more person(s) amongst the dependent family members is disabled.

(10 Points)

Sl.No	Percentage Disability	Points
1.	Up to 40%	04
	40-60%	06
	60-80%	08
	80-100%	10

Note:- The disability as defined by DOP&T for reservation for person with Disabilities from time to time for appointment in Central Government will be ensured. Related certificates to be obtained accordingly.

Total Points-100

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Appendix-III

PART-B

Relative Merit Points Assessment on a 100 point-Scale for compassionate appointment in Delhi Police

Sl. No.	Parameters	Point allotted to the parameters	Points scored by the candidate
1.	Family Pension (Excluding DR & Allowance)	20	
2.	Terminal benefits i.e. Lump sum amount received by the family on death of Govt. servant (i.e. DCR Gratuity, GPF/Lump sum amount under NPS, CGEGIS, Leave encashment etc.)	10	
3.	Annual income of earning members (other than Govt. employee) and income from property	10	
4.	Immovable Property	10	
5.	Leftover service of the deceased Government Employee	15	
6.	Number of unmarried daughters	10	
7.	Number of dependents minor children	05	
8.	If, spouse of the deceased Govt. Officials has applied for compassionate appointments	10	
9.	If one or more person (s) amongst the dependent family members is disable (with % of disability)	10	
10.	**Total**	**100**	

SIGNATURES OF HEAD OF OFFICE
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