



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

No. A-10/12/2013-PPC

Dated: 14th July, 2017

Subject: Compassionate Appointments – more transparency.

In order to bring about more transparency in the matters relating to Compassionate Appointments in Prasar Bharati, it has been decided to give wider publicity to the Standard Operating Procedure (SOP) being followed by Prasar Bharati while making appointment on compassionate grounds. Accordingly, a copy of the SOP is enclosed.

3. Further, the Directorates are also requested to publicize the scheme of Compassionate Appointment and the SOP to all the stations/Kendras for 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.

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

Encl: As stated above

(Rajan Bhasin)
Dy. Director (Pers)

To

- i. DG, AIR
- ii. DG, Doordarshan
- iii. DG (NSD)
- iv. DG (N&CA)
- v. All Stations/Kendras of AIR and Doordarshan through respective Scor Sections
- ✓vi. DDG(T), PB Sectt – with a request to upload the order on PB Website
- vii. Hindi Unit for Hindi Version

Copy for information to:-

- i. Staff Officer to CEO, Prasar Bharati
- ii. PS to Member (F), PB Sectt
- iii. PS to ADG (E&A), PB Sectt


PRASAR BHARATI
INDIA'S PUBLIC SERVICE BROADCASTER
PRASAR BHARATI SECRETARIAT
2nd Floor, PTI Building,
Sansad Marg, New Delhi

No. A.10/12/2013-PPC

Date: 21 August, 2014

Sub: Compassionate appointments in Prasar Bharati.

Please refer to this Secretariat's letter of even number dated 15.05.2013 forwarding therewith Standard Operating Procedure (SOP) for appointment on Compassionate grounds in Prasar Bharati.

2. With the approval of the Competent Authority, the existing para 6 of the 'Standard Operating Procedure' on Compassionate appointment in Prasar Bharati issued vide this Secretariat's letter No.Misc.1/335/2012-PPC dated 15th May, 2013 stand revised and now may be read as under:

"6. In addition to the above, the dependent family member of the deceased Government servant, who has applied for compassionate appointment shall get additional points as grace points in the following circumstances:

- (i) In the event where any Government servant (including employees of Prasar Bharati) and his/her spouse (i.e. both parents), have expired, the dependent family member will get 20 additional grace points.
- (ii) In cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 grace points.
- (iii) If any of the dependant of the deceased Government servant is differently-abled, the following additional points may be added as grace point:

S. No.	Differently-abled dependent	Points
1	Wife	3
2	Any other dependent family member	5

3. Further, on the basis of the instructions issued by Department of Personnel & Training vide OM No.14014/02/2012-Estt.(D) dated 16.01.2013, waiving of the time limit and considering belated requests for compassionate appointment and in partial amendment to para 3 of the existing SOP, the following merit points are to be awarded


ABHIJIT
Deputy Director (Personnel)
Prasar Bharati Secretariat
New Delhi

while considering the cases of the applicants whose applications for compassionate appointment are received late:

S. No.	Period after death of the Official	Points
1	5 years and above	3
2	> 3 years and < 5 years	5
3	> 2 years and < 3 years	7
4	< 2 years	10

To

- (i) Dr. Sanjay Dubey, ADG (Admn.)
DG: AIR,
Akashvani Bhavan,
Sansad Marg,
New Delhi.
- (ii) Sh. V. K. Jain, ADG (Admn.)
DG: Doordarshan,
Doordarshan Bhavan,
Copernicus Marg,
New Delhi.

O/C

Abhijit
(Abhijit)
Dy. Director (Pers.)

Director (Personnel)
Prasar Bharati Secretariat
New Delhi

18/11/16
21/8/16

Copy to:

1. Sr. PPS to CEO, Prasar Bharati
2. PS to PA (P&A), Prasar Bharati
3. PS to DG, AIR
4. PS to DG, Doordarshan
5. DDG(T), Prasar Bharati Sectt. for uploading in PB website
6. PS to All ADGs/DDGs/Director/DDAs in PB Secretariat
7. Hindi Unit for Hindi version
8. Office Order folder.

'SOP' ON COMPASSIONATE APPOINTMENTS IN PRASAR BHARATI
(Standard Operating Procedure)

While considering the cases of compassionate appointments in Prasar Bharati, the instructions/circulars issued by the DOP&T from time to time are to be followed strictly. However, to ensure complete transparency and objectivity in selection process, a Standard Operating Procedure 'SOP' is required to be established.

2. The object of the SOP is to bring in objectivity and transparency in appointment on compassionate ground to a dependent family member of an employee working in Prasar Bharati dying in harness, thereby leaving his 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.

3. Taking into consideration the objective of the Scheme, the existing instructions relating to compassionate appointment have time and again been reviewed/modified/simplified so that the system finally derived at shall be more transparent, efficient and objective in nature. The competent authority for such cases in Prasar Bharati may be as under:

- (1) DG, AIR in Akashvani
- (2) DG, DDn in Doordarshan
- (3) Member (Personnel) in Prasar Bharati Secretariat; and
- (4) CEO, PB in special type of cases and grievance case
 - (a) Compassionate appointment as trainee in respect of a person not immediately meeting the minimum educational standards subject to acquiring the minimum qualifications prescribed under the relevant

Recruitment Rules (Para 6(b)(b) of DOP&T guidelines);

- (b) belated requests for compassionate appointment (Para 9 of DOP&T guidelines
- (c) where there is an earning member in the family (Para 11 of DOP&T guidelines); and
- (d) termination of services of a compassionate appointee for non compliance of conditions in the offer of appointment (Para 17 of DOP&T) guidelines)

4. The efficacy of the Scheme is based on its transparency, it is this aspect, which is foremost and hence while considering a request for appointment on compassionate grounds by a Committee, a balanced and objective assessment of the financial condition of the family has to be made taking into consideration its assets and liabilities and all other relevant factors such as the presence of earning member, size of the family, ages of the children and the essential needs of the family etc. This is done to assess the degree of indigence among all the applicants considered for compassionate appointment within the prescribed ceiling of 5% of the direct recruitment vacancies.

5. It has therefore, 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 based on various attributes indicated in the DOP&T guidelines dated 16th January, 2013. Accordingly, the Prasar Bharati has worked out a system of allocation of points of various attributes based on a hundred point-scale as indicated in the tables below:

(a) FAMILY PENSION (BASIC EXCLUDING DA & ALLOWANCES)

Sl.No.	Points	Proposed slab
1	20	Upto 5,000
2	18	5001-8000
3	16	8001-11000
4	14	11001-14000
5	12	14001-17000
6	10	17001-20000
7	8	20001-23000
8	6	Above 23000

(b) TERMINAL BENEFITS (DCRG, GPF, LEAVE ENCAHMENT & PENSION COMMUTATION)

Sl.No.	Points	Proposed slab
1	10	Upto 140000
2	9	140001-168000
3	8	168001-196000
4	7	196001-224000
5	6	224001-252000
6	5	252001-280000
7	4	280001-308000
8	3	308001-336000
9	2	336001-364000
10	1	364001-420000
11	0	Above 420000

(C) MONTHLY INCOME OF EARNING MEMBERS AND INCOME FROM PROPERTY

Sl.No.	Points	Proposed slab
1	5	No income
2	4	2500 or less
3	3	2501-3500
4	2	3501-4500
5	1	4501-5500
6	0	Above 5500

MOVEABLE/IMMOVABLE PROPERTY

Sl.No.	Points	Proposed slab
1	10	Nil
2	8	Upto 1,50,000
3	6	1,50,001-3,00,000
4	3	3,00,001-6,00,000
5	1	6,00,001-10,00,000
6	0	Above 10,00,000

(d) DEPENDENTS

Sl.No.	No. of dependents	Points
1	3 and above	15
2	2	10
3	1	5

(f) UNMARRIED DAUGHTER

Sl.No.	No. of un-married daughters	Points
1	3 and above	15
2	2	10
3	1	5
4	None	0

(g) MINOR CHILDREN

Sl.No.	No. of minor children	Points
1	3 and above	15
2	2	10
3	1	5
4	None	0

(h) LEFT OVER SERVICE

Sl.No.	Service	Points
1	Over 20 years	10
2	Over 15 and upto 20 years	8
3	Over 10 and upto 15 years	6
4	Over 5 and upto 10 years	4
5	0 to 5 years	2

6. In addition to above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. This will be in line with the general principle that the widow needs to be given preference for compassionate appointment.

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7. The above system of weightage not only awards, objectivity to the entire method but also ensured complete transparency and uniformity in the selection process. The method should be strictly followed with immediate effect, keeping in view of the instructions/orders issued by the DOP&T from time to time.

8. A proforma regarding employment for the dependents of employees working in Prasar Bharati dying while in service/retired on invalid pension is also enclosed.

प्रसार भारती
(भारत का लोक सेवा प्रसारक)
दूरदर्शन केन्द्र, लखनऊ

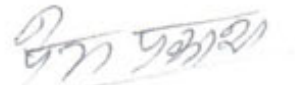
स० दू०द०/लख०/उपमहा०(अभि०)/ई०/2017/

दि० 03.08.2017

नोट

स्वतंत्रता दिवस के अवसर पर विधान सभा पर आयोजित समारोह एवं मथुरा से जन्माष्टमी कार्यक्रम के सीधा प्रसारण की व्यवस्था हेतु कल दि० 04.08.2017 को दिन में 11.30 बजे सभाकक्ष में एक बैठक आयोजित है। बैठक में निम्नलिखित अधिकारी/कर्मचारी उपस्थित होंगे।

1. श्री के० के० गुप्ता, Director (E)
2. श्री टी० के० राजशेखर, Video Executive / श्री डी०पी० सिंह, C.M. Gr.I
3. श्रीमती रमा अरुण त्रिवेदी, ADP/PH
4. श्री आत्म प्रकाश मिश्र, PEX(Co)
5. श्री आर०के० द्विवेदी, AE(Admn)
6. श्री एच०एस० मिश्र, AE(Co)/DDO
7. श्री अच्छे लाल वर्मा, Security Officer
8. श्री डी०पी० सिंह, AE(OB)
9. श्री शोभन घोष, AE(OB)
10. श्री आर०के० गुप्ता, AE(DSNG)
11. श्री आलोक खरबंदा, DDO
12. श्री आलोक द्विवेदी, PEX(Comm.)
12. श्री एम०ए० अल्वी, PEX (Scenic)
13. मे० नासिर, PEX Presentation
14. श्री अशोक गुप्ता, ARU
13. श्री अविचल मानस, Graphics
14. परिवहन अनुभाग।



(प्रेम प्रकाश शुक्ला)

उप महानिदेशक (अभि०)/केन्द्राध्यक्ष

उपरोक्त समस्त सम्बंधित।

COMPASSIONATE APPOINTMENT OF NEAR RELATIVE

**INFORMATION REGARDING EMPLOYMENT OF DEPENDING OF GOVT. SERVANTS DYING WHILE
IN SERVICE RETIRED ON INVALID PENSION**

PART - I

1. [a] Name of the deceased/retired on invalid pension employee
[b] Designation of the employee
[c] Date of birth of the employee
[d] Date of death/retirement on invalid pension
[e] Total length of service rendered
[f] Whether permanent/temporary
[g] Whether belonging to SC/ST

2. [a] Name of the candidate for appointment
[b] His/Her relationship with employee
[c] Date of birth
[d] Educational qualification
[e] Whether any other dependent has been appointed on compassionate funds

3. Particulars of total assets left including amount of :
[a] Family pension
[b] D.C.R. Gratuity
[c] G.P.F. Balance
[d] LIC policies
[e] Immovable & Movable properties and annual income earned there form by the family
[f] C.G.E. Insurance amount
[g] Encashment of leave
[h] Any other asset

4. Brief particulars of liabilities, if any

5. Particulars of all dependents of the employee
[if some more employed, their income and whether they are living together of separately

S.No.	NAME	Relationship with the employee & age	Employed

6. I do hereby declare that the facts given by me here above are correct to the best of my knowledge. If any of the facts mentioned herein are found to be incorrect or false at a future date my services may be terminated.

SIGNATURE OF THE CANDIDATE

SH./SMT./KMNeeraj Kumar..... is known to me and the facts mentioned by him/her are correct.

SIGNATURE OF THE PERMANENT GOVT. SERVANT

NAME

ADDRESS

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

SIGNATURE OF THE WELFARE OFFICER

NAME

ADDRESS

PART - II

1.
 - [a] Name of the candidate for appointment
 - [b] His/Her relationship with the employee
 - [c] Post for which employment is proposed
 - [d] Educational qualification, Age (Date of birth) and experience if any
 - [e] Whether the post is to be filled in CSCS or in non participating office
 - [f] Whether the recruitment rule provided for direct recruitment
 - [g] Whether the candidate fulfils the recruitment at rules for the post
 - [h] Apart from waiver of Employment Exchange, SSC procedure what other relaxations are to be given
2. Whether the facts mentioned in part I have been verified by the office and if so indicate the records
3. Personal recommendations of the Head of the Deptt./Ministry
4. If the employee died/retired on invalid pension more than five years back why the case was not sponsored earlier

NOTE:- In part II of the proforma, against column I has to be indicated whether the appointment has been recommended by the Circle Committee or not since the case is considered by the Circle/District Committee, the recommendation of the Committee may be signed by at least one member of the Committee against that column.