



## BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India Enterprises)

Corporate Office

[Estt.-IV Section]

5<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-11001

No. 273-18/2013/CGA/P-IV

Dated: 1st October, 2014

To,

All Heads of Telecom Circles,  
Bharat Sanchar Nigam Limited.

**Sub: Compassionate Ground Appointments – Change of procedure.**

BSNL follows the policy guidelines on Compassionate Ground Appointments(CGA) issued by DOPT vide O.M. No. 14014/6/94-Estt (D) dated 9.10.1998. Subsequently as per the advice of Hon'ble Chairman, National Commission for Scheduled Tribes in the meeting held on 22.11.2006 with Secretary, Telecommunications and CMD, BSNL, Weightage Point System was introduced with the approval of Management Committee of BSNL Board vide letter No. 273-18/2005-Pers. IV dated 27.06.2007 in order to bring uniformity in assessment of indigent condition of the deceased family for offering CGA. As per this weightage point system, the assessment criterion for recommendations of the indigent condition of the deceased family by the Circle High Power committee is as follows:

- a) Cases with 55 or more NET POINTS shall be prima-facie treated as eligible for consideration by Corporate Office, High Power Committee for Compassionate Ground Appointment and
- b) Cases with NET POINTS below 55 (i.e. 54 or less) shall be treated as non-indigent and rejected.

At present, all the cases with net point 55 or more are sent by the Circle for consideration and recommendations by BSNL CO High Power Committee and final approval of Director(HR)/CMD. Since, it is impossible to quantify all the parameters to be considered by BSNL ,CO ,HPC for judging comparative merit of different applicants who apply for CGA and further due to limited number of vacancies available under CGA category, it is left to the wisdom of High Power Committee of BSNL CO to apply similar considerations which obviously conform to the provision of law and are rational and justified to arrive at the right conclusion regarding financial destitution of the family of the deceased employee and the need for immediate assistance.

Even though in view of the limited number of CGA vacancies BSNL CO HPC was fully competent to make final recommendations regarding Indigent condition of the deceased family from amongst the applicants whose net score was 55 or more than 55, some of the

*Adhish*  
1/10/14

recommendations/rejection of the BSNL, CO, HPC were off-late challenged in various courts mostly on the plea that cases of lesser scores were accepted whereas the cases of higher scores were rejected and it has become difficult to defend such cases.

In view of the above, it has now been decided to revise the existing procedure of evaluating CGA cases. According, I am directed to convey the approval of the Management Committee of BSNL Board for dealing with the CGA applications in terms of DOPT guidelines dated 09.10.1998 and Weightage Point System dated 27.06.2007 as per the new procedure detailed below:

- 1) The Number of CGA quota vacancies would be calculated every financial year by the circle and declared every year as on 31<sup>st</sup> March (ie financial year end).
- 2) The applicants scoring 55 or more than 55 points will be arranged in descending order of Weightage Point scored by the applicants and CGA will be offered to the applicants as per their positions in the list, the vacancies available under CGA quota and the recommendation of Circle HPC. As per the Weightage Point system, cases with NET POINTS below 55 (i.e. 54 or less) shall be treated as non-indigent and rejected by Circle HPC.  
In case two applicants have the same net score then seniority among them will be decided on the basis of date of application i.e. one who has applied (filed application) earlier will be senior.
- 3) Circle Heads are hereby authorized to approve Compassionate Ground Appointment based on the recommendations of Circle HPC. Circle High Power Committee shall consist of three officers of PGM/Sr.GM/GM level nominated by Circle Head.
- 4) The above exercise shall be repeated after the end of every financial year and CGA application (with net score 55 or more) shall be considered for 3 consecutive years based on the vacancy position under CGA quota after which the applicant will be out of the list of candidates to be considered for CGA in future.
- 5) The Circle committee shall evaluate the cases as per Weightage Point System and in case it is found that some parameters like death in the militant attack, some family members suffering from serious ailment (like cancer, kidney etc) etc, are required to be quantified then such details should be sent to BSNL C.O. for quantification of these parameters.
- 6) The parameter which needs to be quantified shall be considered by committee consisting of G.M (Estt.) and two other officers of PGM/Sr.GM/GM level. The recommendations of the committee regarding quantification of parameters will be approved by Director (HR)/CMD, BSNL in order to maintain uniformity throughout India.

*According*  
1/10/14

- 7) The Circle HPC shall be conducted after the end of each financial year considering all the pending applications received till the end of financial year and complete in all respects. Circle HPC will consider vacancies under CGA quota available as on 31st March of the financial year. Waiting list of approved CGA cases will cease to exist after implementation of this new procedure, however cases which have been earlier approved by BSNL, CO and are waiting for appointment under compassionate ground for want of vacancies may be offered appointment under compassionate ground first (on the occurrence of vacancies) before conducting any HPC as per new procedure.
- 8) The cases which have already been considered and decided by HPC of BSNL corporate office as per existing scheme/procedure at that point of time need not be reopened.

*A.K. Singh*  
1/10/14

(A.K. SINGH)  
AGM(Estt.-IV)

Phone : 011-23734152

Fax :011-23725255