



## 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

