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25 OCT 2021



ईपीएफओ, मुख्य कार्यालय  
श्रम एवं रोज़गार मंत्रालय, भारत सरकार  
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EPFO, HEAD OFFICE  
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**To,**

All Addl. CPFC (HQ) (Zones)/ Addl. CPFC (Zones)/  
Addl. CPFC (ASD)/Director (PDNASS)  
All Regional PF Commissioners/Officers-in-charge of Regional Offices

**Subject:** - Revised guidelines for Compassionate Appointments in EPFO -reg.

**References:**

- (i) HO Circulars No HRM-V/11(07) Compassionate Appointment/Policy Matter/2019/Vol.III/I/473/2020, I/474/2020, I/474/2020, I/478/2020 Dated 23.07.2020.  
(ii) HO Letter No HRM-V/IV/11(7)2015/CA Policy Matter/Vol.I/4563 Dated 29.06.2018.

**Madam/Sir,**

Reference is invited to Head Office Circulars under reference on the above subject envisaging a 100-point relative merit system and the procedure for compassionate appointment in Employees' Provident Fund Organization.

2. In this context, it is mentioned that the matter has been revisited and 100-point relative merit scale and the procedural guidelines have been modified as under-

**(a) Family Pension/Monthly amount received under National Pension Scheme (Excluding DA & Allowances):**

**(Points Allocated: 20)**

Sr. No.	Range of Benefits	Points to be allotted
1	Up to Rs. 11,000	20
2	Rs. 11,001 - 14,000	18
3	Rs. 14,001 - 17,000	16
4	Rs. 17,001 - 20,000	14
5	Rs. 20,001 - 23,000	12
6	Rs. 23,001 - 26,000	10
7	Rs. 26,001 - 29,000	08
8	Rs. 29,001 - 32,000	06
9	Rs. 32,001 - 35,000	04
10	Rs. 35,001 - 38,000	02
11	Rs. 38,001 and above	00

(b) Terminal Benefits i.e. Lump Sum amount received by the family on death of employee (i.e. DCRG, SPF/GPF Account Balance, DRF, LIC/PLI/GIS, Leave encashment, pension commutation/ Lump Sum Amount under NPS etc).

(Points Allocated: 10)

Sl. No.	Range of Benefits	Points to be allotted
1	Upto Rs. 12,00,000	10
2	Rs. 12,00,001 to 15,00,000	09
3	Rs. 15,00,001 to 18,00,000	08
4	Rs. 18,00,001 to 21,00,000	07
5	Rs. 21,00,001 to 24,00,000	06
6	Rs. 24,00,001 to 27,00,000	05
7	Rs. 27,00,001 to 30,00,000	04
8	Rs. 30,00,001 to 33,00,000	03
9	Rs. 33,00,001 to 36,00,000	02
10	Rs. 36,00,001 to 39,00,000	01
11	Rs. 39,00,001 and above	00

(c) Monthly Income of the family including Pension (DA and FMA included), Income of earning member(s) of the family and Income from movable/immovable Property:

(Points Allocated: 10)

Sl. No.	Monthly income of the family from all sources including (monthly pension with DA & FMA and income of earning members)	Points to be allotted
1	If Less than or equal to 60 % of the last pay drawn by the employee	10
2	If more than 60% but less than 70 % of the last pay drawn by the employee	08
3	If more than 70% but less than 80 % of the last pay drawn by the employee	06
4	If more than 80% but less than 90 % of the last pay drawn by the employee	04
5	If more than 90% but less than last pay drawn by the employee	02
6	If more than or equal to the last pay drawn by the employee	00

(d) Moveable/ Immovable property of family (Latest market value) including fixed deposit, Bank balance, etc but excluding the terminal benefits amount received as mentioned in (b) above and self occupied house fetching no rental income:-

(Points Allocated: 10)

Sl. No.	Annual Income (In Rs.)	Points to be allotted
1	NIL	10
2	Upto 10,00,000	08
3	10,00,001 to 15,00,000	06
4	15,00,001 to 20,00,000	04
5	20,00,001 to 25,00,000	02
6	25,00,001 and above	00

(e) Number of dependents:

(Points Allocated: 10)

Sl. No.	No. of dependents	Points to be allotted
1	01	05
2	02 and above	10

(f) Number of Unmarried Daughters:

(Points Allocated: 10)

Sl. No.	No. of Unmarried Daughters	Points to be allotted
1	None	00
2	01	05
3	02 and above	10

(g) Number of Minor Children:

(Points Allocated: 10)

Sl. No.	No. of Unmarried Minor Children	Points to be allotted
1	None	00
2	01	05
3	02 and above	10

(h)Number of years of Leftover Service of the Deceased Employee:

(Points Allocated: 15)

Sl. No.	Years of Leftover Service of the deceased employee	Points to be allotted
1	0 - 5 years	03
2	Over 5 & up to 10 years	06
3	Over 10 & up to 15 years	09
4	Over 15 & up to 20 years	12
5	Over 20 years	15

(i) **If there is a dependent person with Benchmark disability and/or If the applicant is the widow/wife of the deceased/missing/medically retired employee.**

(Points Allocated: 05)

3. **Para 7 (a)** of the circular dated 23.07.2021 provided that as on 31.12.2019, total sanctioned post in MTS cadre is less than MTS in position strength in EPFO. Though a regional office or a state may have vacancy in MTS cadre but as an organizational perspective, in-position strength is over-saturated and, hence, no appointment in the cadre of MTS shall be considered by any cadre controlling authority till further direction from Head Office. However, in view of limited number of vacancies in MTS cadre, it has now been decided that cases where applicant is eligible for MTS cadre and it has been established that there is more penury in the family, ACC (Zone) may consider compassionate applications for the post of MTS subject to the availability of vacancies under compassionate quota in MTS Cadre in the concerned State/Zone.

4. Zonal offices and Regional Offices are requested to ensure that applications for compassionate appointment are processed in the light of the aforementioned instructions and earnest efforts are made to ensure their timely disposal.

5. The above guidelines will come into force with immediate effect and will be applicable to only prospective cases i.e. cases where date of death/retirement on medical grounds/date of missing is after the date of issuance of the circular.

**This issue with the approval of the Competent Authority**

Yours faithfully,



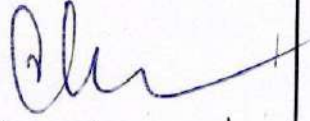
(Uma Mandal)

**Additional Central P. F. Commissioner (HRM)**

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- (ii) FA & CAO /CVO/ All ACC (HQ)
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(S C Sharma)  
Regional PF Commissioner-I (HRM)