



सत्यमेव जयते
Q/Wel/851/2/2021
Government of India
Ministry of External Affairs
(Welfare Section)

Dated the 30th November, 2023

Subject : Inclusion of new category in Point Based Merit System and guidelines for appointment on Compassionate Grounds.

The Competent Authority in the Ministry has decided to include new category of "Weightage for non selection" in Point Based Merit System (PBMS), along with the following instruction –

- a) Weightage for non-selection (Maximum points 5)

No. of times applied & considered from the date of the death	Points (Maximum 5)
First	0
Second	1
Third	2
Fourth	3
Fifth	4
Sixth	5

Criteria to give points under 'weightage for non-selection' category:

- i. The applicant should be eligible to apply on the last date of the recruitment year (i.e., from 1st July to 30th June).
 - ii. Points will be given for each applied and considered year until 6 years from the date of death. If the applicant does not apply in any particular year, the point for non-selection will not be given for that year.
 - iii. Under unforeseen circumstances/ in court cases, the points will be given for each applied and considered year starting from the date of his/ her eligibility decided by the Competent Authority.
- b) Recruitment Year 2023-24 onwards, the applicant once declared in the application form for Recruitment Year 2022-23, will be final and no changes in the candidature will be entertained. Only in exceptional cases such as death, physical disability, insanity, missing and/ or deteriorating medical condition, the request for change of the applicant shall be considered, subject to the approval of the Competent Authority.
2. A revised Point Based Merit System, as on dated 28.11.2023, is enclosed. This is for information of all concerned.

(Sita Ram Meena)
Director (Welfare)
Tel No. 24360339

POINT BASED MERIT SYSTEM

For appointment on compassionate grounds in the Ministry of External Affairs

(a) Family Pension (in Rupees)- Maximum Points 20

Monthly Pension	Points
Upto 9000	20
9000-12000	18
12000-15000	16
15000-18000	14
18000-21000	12
21000-24000	10
24000-27000	8
27000-30000	6
30000-33000	4
33000-36000	2
36000 and above	0

(b) Gratuity (in Rupees)- Maximum Points 10

Gratuity (in Rupees)		Points
From	To	
0	550000	10
550001	700000	9
700001	850000	8
850001	1000000	7
1000001	1150000	6
1150001	1300000	5
1300001	1450000	4
1450001	1600000	3
1600001	1750000	2
1750001	1900000	1
1900001	2000000	0

(c) Left-over Service of the Deceased (in years)- Maximum Points 10

Left over service (in years)	Points
Below 2 years	1
Above 2 & upto 4	2
Above 4 & upto 6	3
Above 6 & upto 8	4
Above 8 & upto 10	5
Above 10 & upto 12	6
Above 12 & upto 14	7
Above 14 & upto 16	8
Above 16 & upto 18	9
Above 18	10

(d) (i) Size of family: 5 points

Number of dependents	Points to be allotted
1	1
2	2
3	3
4	4
5 or more	5

(ii) Additional points: 5 points

Differently abled person	2 for each member
If applicant is wife	3

- (e) Monthly Income of all the members of the deceased's family including the applicant (includes income from all sources like house property/ rental income/ commercial property, agricultural income, salary/ wages, bank interest etc. but excludes family pension)- Maximum Points 5

Monthly Income	Points
Upto 4500	5
4501-6000	4.5
6001-7500	4
7501-9000	3.5
9001-10500	3
10501-12000	2.5
12001-13500	2
13501-15000	1.5
15001-16500	1
16501-18000	0.5
Above 18000	0

Note:

- (i) Figures as verified from the documents (like income certificate by Revenue Authorities, bank statements) and affidavit produced by the applicants and further report, including field verification, if considered necessary by the office.
(ii) As on cutoff/ last for submission of affidavit on year to year basis.
(iii) Here the dependent family members shall be as per the definition of family in LTC Rules.

- (f) Rented/owned house:(Maximum points 5)

Property type	Points to be allotted
No house	5
Own house	0

- (g) Postings done by deceased government employee: (Maximum points 10)

No. of foreign postings	Points to be allotted
0	5
1	4
2	3
3	2
4	1
5 and above	0

- (h) Weightage for Non-Selection (Maximum points 5)

No. of times applied & considered from the date of death	Points to be allotted
First	0
Second	1
Third	2
Fourth	3
Fifth	4
Sixth	5

Criteria to give points under 'weightage for non-selection' category:

- (i) The applicant should be eligible to apply on the last date of recruitment year (i.e. from 1st July to 30th June).
(ii) Points will be given for each applied and considered year until 6 years from the date of death. If the applicant does not apply in any particular year, the point for non-selection will not be given for that year.
(iii) Under unforeseen circumstances/ in court cases, the points will be given for each applied and considered year starting from the date of his/her eligibility decided by the Competent Authority.