

**BHARAT SANCHAR NIGAM LIMITED**  
**Corporate Office, Establishment Cell, Janpath, New Delhi**

No. 273-18/2013-Estt-IV

Dated: 21 April, 2016.

To,

The All Heads of Circles.  
Bharat Sanchar Nigam Ltd.

Sub. Compassionate Ground Appointments (CGA) – Revision in Weightage points.

1. As circles are aware, weightage point system is in vogue in BSNL for considering compassionate ground appointment cases and the scheme in this regard was issued vide letter no.273-18/2005-Pers-IV dated 27.06.2007.

2. Due to revision of pay scales, pension etc and the feedback received in the past/observations of different courts, the existing weightage point system has been revised. Accordingly, BSNL Board has approved the new weightage point system as detailed in Annexure-I-A and I-B applicable w.e.f 01.04.2016. The changes in the weightage points in the new scheme are in respect of: (i) Handicapped Dependent (ii) Accommodation (iii) EPF pension (iv) Negative points for belated request (v) Applicant's weightage

3. The officials who have taken absorption in BSNL under rule 37 A are eligible to get pension as per CCS pension rules 1972 in case of death/medical invalidation/missing employees and are covered under General Provident Fund Scheme. CGA case of such employees may be given marks in terms of point allotted to different parameters as detailed in Annexure-I-A or I-B as the case may be.

4. The officials who have been recruited/appointed/regularized directly by BSNL are not eligible for pension under CCS pension rules, 1972. However, all such officials are covered under Employees Provident Fund Scheme in which BSNL contributes @12% of his (basic + IDA) every month. Accordingly, employees may be given marks in terms of point allotted to different parameters as detailed below wherein Basic monthly return formula has been used in place of CCS Basic monthly pension to achieve correlation between the two:

Basic monthly return ( on the day of death/invalidation) may be calculated as detailed below:

Total monthly contribution made by BSNL till death/date of invalidation = A.

Interest @8.5% per anum on the monthly contribution made by BSNL till death/ date of invalidation =B.

Total Corpus Fund on the date of death of an employee/date of invalidation.  
= A+B

Basic Monthly return by considering interest @ 8.5% per annum on the Corpus Fund at the time of death/ date of invalidation = (A+B)\*8.5/12

