

संख्या: 102(1)/11-मानव संसाधन/एनएससी(e-174958)

राष्ट्रीय बीज निगम लिमिटेड

(भारत सरकार का उपक्रम)

बीज भवन, पूसा परिसर

नई दिल्ली - 110012

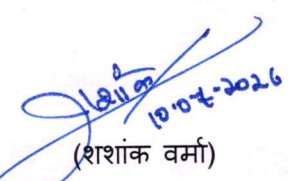
दिनांक: 10 जुलाई, 2026

परिपत्र

विषय: राष्ट्रीय बीज निगम लिमिटेड में अनुकम्पा नियुक्ति योजना।

राष्ट्रीय बीज निगम लिमिटेड के निदेशक मंडल द्वारा दिनांक 22.05.2026 को आयोजित अपनी 316वीं बैठक में राष्ट्रीय बीज निगम लिमिटेड में अनुकम्पा नियुक्ति योजना को अनुमोदित किया है।

तदनुसार, सभी विभागाध्यक्षों/क्षेत्रीय प्रबंधकों/फार्म प्रमुखों से अनुरोध है कि वे उक्त योजना की विषय-वस्तु से निगम के सभी कर्मचारियों को अवगत कराना सुनिश्चित करें।


(शशांक वर्मा)
प्रबंधक (मानव संसाधन)

वितरण:-

1. सभी विभागाध्यक्ष, निगमित कार्यालय, एनएससी - इस अनुरोध के साथ कि वे इस परिपत्र की विषय-वस्तु को अपने अधीन कार्यरत अधिकारियों/कर्मचारियों के संज्ञान में लाएं।
2. सभी क्षेत्रीय प्रबंधक / फार्म प्रमुख, एनएससी - इस अनुरोध के साथ कि वे इस परिपत्र की विषय-वस्तु को अपने अधीन कार्यरत अधिकारियों/कर्मचारियों के संज्ञान में लाएं।
3. एजीएम (कृषि अभियांत्रिकी/आईटी), एनएससी, नई दिल्ली - एनएससी की वेबसाइट पर अपलोड करने हेतु।
4. कार्यालय निदेशक (वाणिज्य), एनएससी, नई दिल्ली को सादर-सूचनार्थ।
5. कार्यालय निदेशक (वित्त) एनएससी, नई दिल्ली को सादर-सूचनार्थ।
6. कार्यालय अध्यक्ष सह-प्रबंध निदेशक, एनएससी, नई दिल्ली को सादर-सूचनार्थ।
7. सूचना पट्ट।
8. गार्ड फाइल।

No. 102(1)/11-HR/NSC(e-174958)
NATIONAL SEEDS CORPORATION LIMITED
(A GOVERNMENT OF INDIA UNDERTAKING)
BEEJ BHAWAN, PUSA COMPLEX
NEW DELHI- 110 012

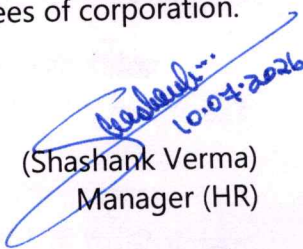
10th July, 2026

CIRCULAR

Subject: - **SCHEME FOR COMPASSIONATE APPOINTMENT IN NSC.**

The Board of Directors in their 316th meeting held on 22.05.2026 has approved the scheme for compassionate appointment in National Seeds Corporation Limited.

Accordingly, All the Divisional Heads/Regional Managers/Head of Farms are requested to bring the contents of the scheme to the notice of employees of corporation.


(Shashank Verma)
Manager (HR)

Distribution:-

1. All the Head of Department, Corporate Office, NSC with the request to bring the contents of this circular to the Officers/employees working under them.
2. All the Regional Managers / Head of Farms, NSC with the request to bring the contents of this circular to the Officers/employees working under them.
3. The AGM (Agri. Engg./IT) , NSC, New Delhi for uploading on the website of NSC.
4. The Office of Director (Commercial), NSC, New Delhi for kind information.
5. The Office of Director (Finance), NSC, New Delhi for kind information.
6. The Office of CMD, NSC, New Delhi for kind information.
7. Notice Board.
8. Guard File.

NATIONAL SEEDS CORPORATION LIMITED
(A Government of India Undertaking – “Mini Ratna Company”)

Beej Bhawan, Pusa Complex
New Delhi – 110 012

SCHEME FOR COMPASSIONATE APPOINTMENT
IN NATIONAL SEEDS CORPORATION

The Compassionate Appointment Scheme is a welfare measure of the National Seeds Corporation Limited (NSC) intended to provide immediate financial relief to the family of an NSC employee who dies in harness or is retired on medical grounds, leaving the family in financial distress. The scheme enables the appointment of an eligible dependent family member to a suitable post, subject to prescribed conditions, recruitment rules and availability of vacancies, to help the family overcome the sudden crisis.

(1) TO WHOM APPLICABLE

This Scheme of Compassionate Appointment would be applicable in the case of a dependent family member of a regular employee of National Seeds Corporation working against a sanctioned post, who: -

- (i) dies while in service; or
- (ii) is retired on medical grounds and is declared permanently incapacitated for further service due to bodily or mental infirmity by a competent medical authority

(2) DEPENDENT FAMILY MEMBER

Dependent family member means: -

- a) spouse; or
- b) son (including adopted son); or
- c) daughter (including adopted daughter); or
- d) brother or sister in the case of unmarried NSC employee

(3) NSC Employee

The employee of NSC must be a regular employee. This Scheme for Compassionate Appointment would not be applicable in the case of a person engaged as Casual Labour, DPW/DWW, Trainees, Contract, Re-employment basis.

(4) AUTHORITY COMPETENT TO MAKE COMPASSIONATE APPOINTMENT IN NSC

The Chairman-cum-Managing Director (CMD) shall be the competent authority for making compassionate appointment in NSC on the basis of merit of the case.



(5) POSTS TO WHICH SUCH APPOINTMENTS CAN BE MADE

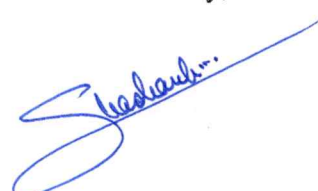
- a) Any appointment on compassionate grounds shall be made on the post of Non-Executive (NS-3), (NS-2) Level against the direct recruitment quota only if a vacancy is available, subject to fulfillment of recruitment rules. The vacancy shall be determined as on date of receipt of the application. Appointment at NS-0 level will only be made if applicant do not meet the recruitment rules of NS-3 / NS-2 level;
- b) The person for appointment on compassionate ground shall be engaged as Trainee and subsequently absorbed as regular employee in line with the procedure of direct recruitments made in NSC. However, in case of appointment at NS-0 level, the applicant will be appointed directly at Regular Worker Grade-III;
- c) The vacancy of direct recruitment shall be utilized of the discipline of the deceased employee. However, compassionate appointment can be made in any discipline where the applicant meets the educational and other qualification as per RR of (NS-3), (NS-2) or (NS-0) level;
- d) Compassionate appointment can be made upto a maximum of 5% of vacancies falling under Direct Recruitment quota in Non-Executive (NS-3), (NS-2) Level. Appointments made at NS-0 level will be on actual basis (need basis) as there are no sanctioned post of Group D in NSC; and
- e) A person selected for appointment on compassionate grounds should be adjusted in the recruitment roster against the appropriate category viz. SC/ST/OBC/General depending upon the category to which he belongs. For example, if he belongs to SC category he will be adjusted against the SC reservation point, if he is ST/OBC he will be adjusted against ST/OBC point and if he belongs to General category he will be adjusted against the vacancy point meant for General category.

(6) ELIGIBILITY

- a) The family is indigent and deserves immediate assistance for relief from financial destitution;
- b) Applicant for compassionate appointment should be eligible and suitable for the post in all respects under the provisions of the relevant Recruitment Rules; and
- c) Belated applications for compassionate appointment for more than 03 years from the date of death of an employees shall not be considered, as the objective of the scheme is to provide immediate financial assistance to the family. However, under exceptional circumstances, the CMD may also review cases older than three years based on their merits.

(7) RELAXATION

- a) Upper age limit could be relaxed wherever found to be necessary;



- b) The lower age limit should, however, in no case be relaxed below 18 years of age;
- c) Age eligibility shall be determined with reference to the date of application and not the date of appointment (in prescribed format);
- d) Authority competent to take a final decision for making compassionate appointment in a case shall be competent to grant relaxation of upper age limit also for making such appointment; and
- e) In case of appointment of a person not fulfilling the requirement of educational qualification of NS-3/NS-2 level, he/she will be engaged as NS-0 (Group 'D') (i.e. Regular worker Grade III) in the pay scale of Rs.15,500 - Rs.50,000/- (IDA). His/Her pay will be fixed at minimum of the pay scale i.e. Rs.15,500/- + other applicable allowances, provided the appointing authority is satisfied that the duties of the post against which he/she is being appointed can be performed by him/her. This dispensation is to be allowed for appointment on compassionate ground against the post of NS-0 (Group 'D') (i.e. Regular worker Grade III) only.

(8) WIDOW APPOINTED ON COMPASSIONATE GROUNDS GETTING REMARRIED

A widow appointed on compassionate grounds will be allowed to continue in service even after re-marriage.

(9) PROCEDURE UNDER COMPASSIONATE APPOINTMENT

- a) The HR Incharge or any other Senior Officer of the concerned RO/Farm/HO will be deputed to meet the family members of the deceased employee and apprised the scheme for compassionate appointment within 30 days of death. In case of willingness of the family, the application for compassionate appointment should be made as per prescribed format;
- b) A Committee consisting of HOD (HR), HOD, (F&A) and HOD (Legal) shall be constituted to examine each proposal received for compassionate appointment, satisfy itself regarding the correctness of the details entered in the Application form, family income and other details computed for processing the Application;
- c) The Committee will assess each application purely on merit basis; and
- d) The recommendations of the Committee should be placed before the competent authority (CMD, NSC) for a decision in the matter.

(10) UNDERTAKING FOR MAINTENANCE OF THE FAMILY OF THE DECEASED EMPLOYEE

A person appointed on compassionate grounds under the scheme should give an undertaking in writing that he/she will maintain properly the other family members who were dependent on the deceased employee and in case it is proved subsequently (at any time) that the family members are being neglected or are not being maintained properly by him/her, his/her appointment may be terminated forthwith. The undertaking shall be incorporated as one of the additional conditions

in the offer of appointment applicable only in the case of appointment on compassionate grounds.

(11) REQUEST FOR CHANGE IN POST / PERSON

When a person has been appointed on compassionate grounds to a particular post, the set of circumstances, which led to such appointment, should be deemed to have ceased to exist. Therefore, --

- a) he/she should strive in his/her career like his/her colleagues for future advancement and any request for appointment to any higher post on considerations of compassion should invariably be rejected.
- b) an appointment made on compassionate grounds cannot be transferred to any other person and any request for the same on considerations of compassion should invariably be rejected.

(12) SENIORITY

A person appointed on compassionate ground in a particular year may be placed at the bottom of all the candidates recruited/appointed through direct recruitment, promotion etc. in that year, irrespective of the date of joining of the candidate on compassionate ground.

(13) TERMINATION OF SERVICE

The compassionate appointments can be terminated on the ground of non-compliance of any condition stated in the offer of appointment after providing an opportunity to the compassionate appointee by way of issue of show cause notice asking him/her to explain why his/her services should not be terminated for non-compliance of the condition(s) in the offer of appointment. The power to terminate on ground of non-compliance or otherwise is vest with CMD, NSC.

(14) GENERAL

- a) Appointments made on grounds of compassion should be done in such a way that persons appointed to the post do have the essential educational and technical qualifications and experience required for the post consistent with the requirement of maintenance of efficiency of administration.
- b) The appointment under compassionate ground is not a right of appointment in the Corporation.
- c) If the applicant finds it below his dignity to accept the post offered, he is free not to do so. The post is not offered to cater to his/her status but to see the family through the economic calamity.
- d) In case the application for compassionate appointment is rejected for whatsoever reason by the competent authority, the applicant will be informed of the rejection in a speaking order.



(15) BENEFITS ALONG-WITH NSC BENEVOLENT SOCIAL SECURITY SCHEME:

The dependent family members of a deceased employee shall have only one option, either to seek appointment on compassionate grounds or to avail financial relief under the NSC Benevolent Social Security Scheme. Both compassionate appointment and financial relief under NSC Benevolent Social Security Scheme cannot be availed simultaneously by the family of the deceased employee.

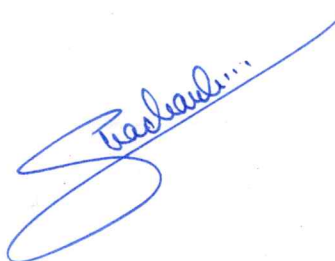
(16) DISPUTE / INTERPRETATION / RELAXATION / DEVIATION:

- a) In case of any dispute among family members the CMD, NSC is empowered to take final decision as per laid down procedure of Govt. of India.
- b) Any interpretation, relaxation, deviation etc, the decision of CMD, NSC, in accordance with the rules of DOPT, Govt. of India, will be final and binding

(17) Residuary Provisions

- a) The provisions of this Scheme shall be implemented in letter and spirit to achieve its objective of providing timely assistance to families in financial distress. Any difficulty arising in the implementation of the Scheme shall be resolved by the competent authority in accordance with the extant rules and instructions;
- b) This Scheme is intended as a measure of immediate relief and shall not be construed as a matter of right to employment. All appointments under the Scheme shall be subject to the conditions and procedures prescribed by the Government of India / National Seeds Corporation Limited from time to time; and
- c) The interpretation of the provisions of this Scheme shall rest with the Government of India / National Seeds Corporation Limited, whose decision thereon shall be final. The Scheme may be reviewed periodically to ensure its continued relevance and effectiveness in meeting its stated objectives.

- (18)** Any matter not specifically covered under this Scheme shall be governed by the instructions and guidelines issued by Government of India / National Seeds Corporation Limited from time to time. The Competent Authority in NSC reserves the right to amend, modify, interpret, or withdraw any provision of this Scheme without prior notice.



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PROFORMA REGARDING EMPLOYMENT OF DEPENDENTS OF NSC EMPLOYEE ON COMPASSIONATE GROUND
PART-A

I. (a) Name of the Employee

(b) Designation of the employee

(c) Whether Executive OR Non Executive

(d) Date of Birth of the employee

(e) Date & Place of death

(f) Total length of Service rendered

(g) Whether permanent or temporary

(h) Whether belonging to SC/ST/OBC

II. (a) Name of the candidate for appointment

(b) His/Her relationship with the employee

(c) Date of Birth

(d) Educational Qualifications

(e) Whether any other dependent family member has been appointed on
Compassionate grounds

III. Particulars of total assets left including amount of

(a) Family Pension

(b) D.C.R. Gratuity

(c) P.F. Balance

(d) Life Insurance Policies (including Postal Life Insurance)

(e) Moveable and Immovable properties &
annual income earned therefrom by the family.

(f) C.G.E. Insurance amount

(g) Encashment of leave

(h) Any other assets

Total

IV. Brief particular of liabilities, if any.

V. Particulars of all dependent family members of the Government servant

(if Some are employed, their income and whether they are living together or separately)

Sl. No.	Name (s)	Relationship with Employee	Age	Address	Employed or not if employed particulars of employment emoluments and

VI. Declaration/Undertaking

1. I hereby declare that the facts given by me above are, to the best of my knowledge, correct. If any of the facts herein mentioned are found to be incorrect or false at a future date, my services may be terminated.

2. I hereby also declare that I shall maintain properly the other family members who were dependent on the employee against 1(a) of Part-A of this form and in case it is proved at any time that the said family members are being neglected or not being properly maintained by me, my appointment may be terminated.

Date:

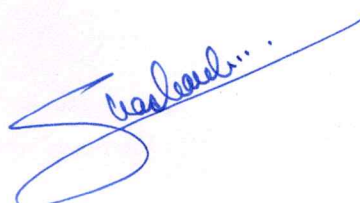
Signature of the Candidate

Name.....

Address.....

Mobile No.....

Email ID.....



PART-B

(TO BE FILLED BY OFFICE IN WHICH EMPLOYMENT IS PROPOSED)

- (I) (a) Name of the candidate for Appointment. _____
- (b) His/Her relationship with the Employee. _____
- (c) Age (date of birth), education qualification and experience, if any. _____
- (d) Post (Non Executive) which employment is proposed. _____
- (e) Whether there is vacancy in that post under the scheme of compassionate appointment. _____
- (f) Whether the post to be filled is Sanctioned or not. _____
- (g) Whether the relevant Recruitment Rules provide for direct recruitment. _____
- (h) Whether the candidate fulfils the requirements of the Recruitment Rules for the post. _____
- (i) Any other relaxation are to be given. _____
- (II) Whether the facts mentioned in Part-A have been verified by the Office and if so, indicate the records. _____
- (III) Is the employee died on duty _____
- (IV) Belated application for more than 03 years from the date of death. _____
- (V) Personal recommendation of the Head of the Department RO/Farm/HO. _____
(With his signature and office Stamp/seal)

