

**MINUTES OF MEETING OF THE SCREENING COMMITTEE HELD ON 28.10.2022
FOR CONSIDERATION OF THE APPLICATIONS PENDING FOR
COMPASSIONATE APPOINTMENT**

Present:

1. **Dr.Chittranjan D Majhi,** ----- Chairman
Joint Commissioner,
CCF office, Delhi.
2. **Shri Kumar Aman Bharti,** ----- Member
General Manager (Finance),
CCF office, Delhi.
3. **Shri Naresh Bundel,** ----- Member
General Manager,
GOAW, Neemuch.

This committee met on video conference dated 28/10/2022 and has been informed vide self-contained note that **28 applications (17 pending and 11 fresh cases received after last Compassionate appointment held 07/11/2016)** have been received for compassionate appointment, of which 06 applications have not been considered on various grounds and 22 cases are screened by committee for recommending deserving candidates against vacancies for compassionate appointment in various categories.

(i) The DOPT vide O.M. No. 14014/02/2012-Estt. (D) dated 16.01.2013 had issued the consolidated instructions on compassionate appointment under the Central Government. As per Para-1 of said O.M., **the object of the scheme is to grant appointment on compassionate grounds to a dependent family member of a Government servant dying in harness or who is retired on medical grounds, thereby leaving his family in penury and without any means of livelihood, to relieve the family of the Government servant concerned from financial destitution and to help it get over the emergency.** As per Note-I of Para-2 of O.M. ibid, **'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 Government servant,** who was wholly dependent on the Government servant at the time of his death in harness or retirement on medical grounds, as the case may be.

(ii) As per Para 3(b) of O.M. ibid, **Head of the Department under the Supplementary Rule 2 (10) in the case of attached and subordinate offices is the authority competent to make compassionate appointment.**







(iii) As per Para 4 of O.M. ibid, compassionate appointment can be made in Group 'C' posts against the direct recruitment quota. Further, as per Para 7 (b) of O.M. ibid, **compassionate appointment can be made up to a maximum of 5% of vacancies falling under direct recruitment quota in any Group 'C' post.** In terms of Para 7(d), the ceiling of 5% of direct recruitment vacancies for making compassionate appointment should not be exceeded by utilizing any other vacancy e.g. sports quota vacancy.

(iv) As per Para 5 (b) of O.M. ibid, applicant for compassionate appointment should be eligible and suitable for the post in all respects under the provisions of the relevant Recruitment Rules.

(v) As per Para 6 (A) of O.M. ibid, compassionate appointments are exempted from observance of the following requirements:

- (a) Recruitment procedure i.e. without the agency of the Staff Selection Commission or the Employment Exchange.
- (b) Clearance from the Surplus Cell of the DOPT/Directorate General of Employment and Training.
- (c) The ban orders on filling up of posts issued by the Ministry of Finance (Deptt. of Expenditure).

(vi) Further, as per Para 6-B of O.M. ibid, (a) upper age limit could be relaxed wherever found to be necessary. The lower age limit should, however, **in no case be relaxed below 18 years of age.** Age eligibility shall be determined w.r.t. the date of application and not the date of appointment. **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.** As per Para 6-B of O.M. ibid, (b) in exceptional circumstances Government may consider recruiting persons not immediately meeting the minimum educational standards. Government may engage them as trainees who will be given the regular pay bands and grade pay only on acquiring the minimum qualification prescribed under the recruitment rules. In the case of an attached / subordinate office, the Secretary in the concerned administrative Ministry/ department shall be the competent authority for this purpose.

(vii)(a) Further, as per Para 6-B of O.M. ibid, (d) in case of appointment of a widow not fulfilling the requirement of educational qualification, against the post of Multi Tasking Staff, she will be placed in Group 'C' Pay Band – 1 + Grade Pay Rs. 1800/- directly without insisting on fulfillment of educational qualification norms, provided the appointing authority is satisfied that the duties of the post against which she is being appointed can be performed with help of some on job training. **This dispensation is to be allowed for appointment on compassionate ground against the post of MULTI TASKING STAFF only.**

(vii) (b) Department of Personnel & Training Establishment 'D' Division vide O.M. No. 14014/02/2012-Estt-(D) dated 30.05.2013 has issued **Frequently Asked Questions**







(FAQs) on Compassionate Appointment. As per FAQ No. 35 a person who does not fulfill educational qualification of a post can be appointed as "Trainee" (DOPT OM No. 14014/2/2009-Estt(D) dated 11.12.09 and 03.04.2012). In terms of FAQ No. 43, A person appointed as a 'Trainee' on compassionate grounds has to **acquire minimum educational qualifications in 5 years**. Further, in terms of the FAQ No. 44, the probation period, as specified in Recruitment rules of the post/grade against which he/she is appointed would commence from the date he/she acquires minimum educational qualifications.

(viii) As per Para 7 (a) & 7 (b) of O.M. ibid, appointment on compassionate grounds should be made only on regular basis and that too only if regular **vacancies meant for that purpose are available**. Compassionate appointment can be made up to a maximum of 5% of vacancies falling under direct recruitment quota in any Group 'C' post.

(ix) As per Para 7 (e) of O.M. ibid, the Committee constituted for considering a request for appointment on compassionate grounds should limit its recommendation to appointment on compassionate grounds **only in a really deserving case and only if vacancy meant for appointment on compassionate grounds will be available within a year in the concerned administrative Ministry/Department/Office, that too within the ceiling of 5% of vacancies falling under Direct Recruitment quota in any Group 'C' posts.**

(x) As per Para 8 of O.M. ibid, in respect of Time limit for considering applications for Compassionate Appointment, the DOPT has clarified **with issue of instructions vide OM No. 14014/3/2011-Estt.(D) dated 26.07.2012** that subject to availability of a vacancy, **there is no time limit for consideration of request for appointment on compassionate grounds** which is to be considered on merit and to take decision on merit of case.

(xi) As per Para 9 of O.M. ibid, (a) **belated requests for compassionate appointments can be considered by the Ministries/Departments even where the death/retirement on medical grounds of a government servant took place long back say 5 years or so. However, examination of such cases would all for a great deal of circumspection as the family has been able to manage somehow all these years, should be taken as adequate proof that family had some dependable means of subsistence while concept of compassionate appointment is related to immediate assistance to the family of deceased. The decision to make appointment on compassionate grounds in such cases may therefore be taken only at the level of Secretary of the Department/Ministry concerned.**

(b) Whether a request for Compassionate appointment is belated or not may be decided with reference to the date of death or retirement on medical ground of a government servant and not the age of the applicant at the time of consideration.

(c) **The onus of examining the penurious condition of the dependent family will rest with the authority making compassionate appointment.**

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(xii) As per Para 11(a) of O.M. ibid, in deserving cases even where there is already an earning member in the family, a dependent family member may be considered for compassionate appointment with prior approval of the Secretary of the Department/Ministry concerned who, before approving such appointment, will satisfy himself that grant of compassionate appointment is justified having regard to number of dependents, assets and liabilities left by the Government servant, income of the earning member as also his liabilities including the fact that the earning member is residing with the family of the Government servant and whether he should not be a source of support to other members of the family.

(xiii) As per Para 11(b) of O.M. ibid, in cases where any member of the family of the deceased or medically retired government servant is already in employment and is not supporting the other members of the family of the government servant, extreme caution has to be observed in ascertaining the economic distress of the members of the family of the government servant so that the facility of appointment on compassionate ground is not circumvented and misused by putting forward the ground that the member of the family already employed is not supporting the family.

(xiv) As per revised instruction issued under para 13 of OM ibid vide DOPT OM No. No. 43019/9/2019-Estt.(D) Dated 23.08.2021, every valid application shall be assessed strictly on the basis of the point based merit system formulated by the concerned administrative Ministry/Department.

(xv) As per Para 13 of O.M. ibid/revised Para-13(viii) vide O.M.No. 43019/9/2019-Estt.(D) Dated 23.08.2021, to consider various applications and to recommend individual applicant for grant of compassionate appointment a Committee may be constituted consisting of three members – one Chairman and two Members – of rank of Deputy Secretary/Director in the Ministry/Department and officers of equivalent rank in the case of attached and subordinate offices. Further, the committee should make its recommendation for appointment on compassionate ground as per the total points obtained by each Applicant, under the applicable point-based merit system. Recommendation of the Committee should be placed before the competent authority for a decision. If the competent authority disagrees with the Committee's recommendation, the case may be referred to the next higher authority for a decision.

(xvi) As per Para-18 of O.M. ibid, 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 qualification and experience required for the post consistent with the requirement of maintenance of efficiency of administration. Further, in terms of para 18(c) of the scheme, while considering a request for appointment on compassionate ground, a balanced and objective assessment of the financial condition of the family has to be made taking into account its assets and liabilities (including the benefits received under the various welfare schemes) and all other relevant factors such as the presence of an earning member, size of the family, ages of the children and the essential needs of the family etc. Requests for compassionate appointment consequent on death or retirement on medical grounds of erstwhile Group 'D'

staff may be considered with greater sympathy by applying relaxed standards depending on the facts and circumstances of the case.

The Ministry vide letter F. No. A.12012/51/2017-Ad.IIIB dated 07.03.2018 has stated that it is observed that the DOPT's **guidelines contained in O.M. No. 14014/02/2012-Estt. (D) dated 16.01.2013 and C&AG Circular No. 02/NGE/2006 and 09/NGE/(Disc.)/29-2005/Vol.V dated 09.01.2006 with respect to the appointment on compassionate grounds are not being taken into cognizance by some cadre controlling authorities under CBEC.** The Deputy Secretary has reiterated that the latest guidelines issued by the DOPT and CAG may be taken into consideration while making appointment on compassionate grounds.

(xvii) The Central Board of Excise & Customs, New Delhi vide its letter F. No. 18013/04/2016-AD.IIIB dated 28.08.2017 has forwarded a copy of DOPT's O.M. No. 14014/02/2012-Estt.(D) dated 05.09.2016 regarding review of FAQ No. 13 dated 30.05.2013 and FAQ No. 60 dated 25.02.2015 with regard to married son. Vide above said letter, the Under Secretary has stated that the DOPT has reviewed the clarification/FAQ No. 13 dated 30.05.2013 and FAQ No. 60 dated 25.02.2015 in consultation with the Department of Legal Affairs and decided that **married son can be considered for compassionate appointment if he otherwise fulfills all the other requirements of the scheme i.e. he is otherwise eligible and fulfills the criteria laid down in the DOPT O.M. dated 16.01.2013.** The Under Secretary further stated that the cases of **compassionate appointment rejected solely on the grounds of married status in terms of FAQ No. 13 dated 30.05.2013 during the intervening period i.e. w.e.f. 30.05.2013 to 25.02.2015 in respect of married son may be re-opened/re-considered against vacancies after issue of DOPT O.M. dated 05.09.2016.**

(xviii) The CBEC, New Delhi vide letter F. No. A.12012/15/2012-Ad.III.B dated 02.04.2012 has directed that "while drawing up the agenda for consideration of the Committee, all the pending applications for compassionate appointment covered under the rules be duly considered. However, in accordance with the guidelines, **Committee should very objectively and carefully make comparative assessment of the penurious condition while recommending appointment on compassionate ground within the number of vacancies available for the purpose.** The CBEC vide above letter has further reiterated that the designated Committee and Appointing Authorities should strictly follow the instructions relating to compassionate appointment issued by the DOP&T and the Board from time to time and to ensure that all pending applications that are covered by such guidelines should be duly considered by the designated Committee on **Compassionate Appointments.** It has further been advised that ceteris paribus', the recommendations be made in chronological sequence of the reference date in respect of the employee deceased or retired on medical ground".

(xix) Further, the CBIC, New Delhi vide letter F.No.A.12012/52/2018-Ad.III.B dated 15.05.2019 has introduced **Relative Merit Point & revised Procedure** for selection under scheme for compassionate Appointment. In order to ensure complete transparency, **merits of the cases will now be decided by allocating points to the applicants based on various attributes based on a 100 Point Scale as proposed** vide the said letter along with details mentioned for allocation of Points in Proforma

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The cases already considered by the Ministries/Department/Offices constituted for considering the requests for compassionate appointment as per the previous practices followed need not to be open.

A Table has been enclosed in the said letter for allocation of Points with proposed slabs for each attribute related to deceased employee i.e. length of service, terminal benefits, Income from Property, Annual income of family, liabilities etc., on the basis of that, Points will be allotted to the applicants and merit will be decided accordingly. **A complete list of Tables and relative Points Summary is being stated as under:**

Table for allocation of Points to various attributes based on a 100Point Scale for Proforma 'C'

1. Family Pension [Basic excluding DA & Allowances]

(20 Points)

S.No.	Proposed Slab	Points
1.	Upto 10000	20
2.	10001- 13000	18
3.	13001-16000	16
4.	16001-19000	14
5.	19001-22000	12
6.	22001-25000	10
7.	25001-28000	08
8.	28001 &Above	06

2. Terminal benefits i.e.Lump sum amount by the family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF/ A/c Balance, LIC/PLI, CGEGIS, Leave encashment Etc)/ Lump sum amount under NPS etc.

(10 points)

Terminal Benefits			
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death Cases	Weightage Points
Upto 10,00,000	Upto 4,50,000	Upto 1,00,000	10
10,00,001 - 11,87,500	4,50,001 - 5,25,000	1,00,001 - 1,20,000	09
11,87,501 - 13,75,000	5,25,001 - 6,00,000	1,20,001 - 1,40,000	08
13,75,001 - 15,62,500	6,00,001 - 6,75,000	1,40,001 - 1,60,000	07
15,62,501 - 17,50,000	6,75,001 - 7,50,000	1,60,001 - 1,80,000	06
17,50,001 - 19,37,500	7,50,001 - 8,25,000	1,80,001 - 2,00,000	05
19,37,501 - 21,25,000	8,25,001 - 9,00,000	2,00,001 - 2,20,000	04
21,25,001	9,00,001 - 9,75,000	2,20,001 - 2,40,000	03

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23,12,500			
23,12,501 - 25,00,000	9,75,001 – 10,50,000	2,40,001 - 2,60,000	02
25,00,001 - 26,87,500	10,50,001 – 11,25,000	2,60,001 - 3,00,000	01
26,87,501 &above	11,25,001 &above	3,00,001 &above	00

3. **Annual Income of earning members & Income from Property**
(10 Points)

Sr.No.	Annual Income	Weightage Points
1.	Nil	10
2.	1- 1,05,000	08
3.	1,05,001- 1,35,000	06
4.	1,35,001- 1,65,000	04
5.	1,65,001- 1,95,000	02
6.	1,95,001 &above	00

4. **Movable/ Immovable Property**
(10 Points)

Sr.No.	Proposed Slab	Weightage Points
1.	Nil	10
2.	Upto 5,00,000	08
3.	5,00,001- 10,00,000	06
4.	10,00,001- 15,00,000	04
5.	15,00,001- 20,00,000	02
6.	20,00,001 & above	00

5. **Left over service of Deceased**
(15 Points)

Left over service of deceased	Weightage Points	Left over service of deceased	Weightage Points	Left over service of deceased	Weightage Points
Up to 02 years	01	Upto12 years	06	Up to 22 years	11
Upto04 years	02	Upto14 years	07	Upto24 years	12
Upto06 years	03	Upto16 years	08	Upto26 years	13
Upto08 years	04	Upto18 years	09	Upto28 years	14
Upto10 years	05	Up to 20 years	10	30 years & above	15

6. **Dependents i.e. Mother or Father, Spouse (House Wife) only**
(10 Points)

S.No.	No. of Dependents	Weightage Points
1.	Single or Both Parents	05
2.	Wife	05

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7. Unmarried Daughters
(10 Points)

Sr.No.	No. of Unmarried daughters	Weightage Points
1.	01	05
2.	02 & above	10

8. Dependent Minor Children
(10 Points)

Sr.No.	No. of Minor Children	Weightage Points
1.	01	05
2.	02 & above	10

9. Unmarried Major Son (Up to 25 yrs of age) and dependent major son i.e. Physically and mentally challenged (without age limit)
(10 Points)

Sr.No.	No. of Unmarried Major Son / Dependent Major Son	Weightage Points
1.	01	03
2.	02 & above	05

* In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get **15 additional points as grace points**. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.

*The cases already considered by the Ministries/Departments/Offices constituted for considering the requests for compassionate appointment as per the previous practice followed **need not to be open**.

(xx) Further, in order to decide the merit among applicants who have same points, a tie breaking formula has been suggested by the Board vide letter F.No.A.12012/8/2020-Ad.III.B dated **14.12.2020**.

As per para 3 of the said letter dated 14.12.2020- After examination the issue in detail, it has been decided that the **tie breaking factor can be per dependent available income i.e.** total of first three financial parameters prescribed in SOP (Pension- annualized, total terminal benefits and annual income of earning members and income from property) divided by total number of dependents (spouse, parents, dependent married/ unmarried / widowed/ divorced daughters, dependent minor children of deceased Government Servant OR dependent sister(s) /brother(s) of an unmarried deceased Government Servant, unmarried major son below 25 years & dependent major sons who are physically/mentally challenged). **The lesser the per dependent available income, the higher the rank amongst the applicants whose scores had a tie.**

In case of tie even after applying the factor of per dependent available income, then the left-over service of Government Servant can be considered. This is suggested as it is felt that longer the left - over service of the deceased, the more is the impact on the family. Applicants related to **Government servant with higher left-over service would be considered over the one with lesser left-over service.** In case of tie even then, the next factor can be No. of

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physically/mentally challenged dependents & unmarried/divorced daughter(s). In case of tie even then, **the next factor can be age of the applicant, with elder applicants given preference.**

The **tie breaking factor(s)** in the order indicated above, **should be used only to decide relative merit of the applicants scoring same points on 100-point scale and only if the applicants scoring same points cannot be accommodated against available vacancies.** All the above details are already included in the SOP and hence would be readily available with CCAs in case of a tie.

Further, the Board vide letter dated 14.12.2020 also recommended for substitution of the entries made at point No. 7 & 8 in 100-point scale of SOP issued vide letter No. A.12012/52/2018- Ad.IIB dated 15.09.2019 by the following entries:

- (7) "Dependent married/unmarried/widowed/ divorced daughters of deceased Government Servant" .

S.No.	No. of dependent married / unmarried widowed /divorced daughters of deceased Government Servant	Weightage points
1	01	05
2	02 & above	10

- (8) "Dependent minor children of deceased Government Servant OR dependentsister(s)/brother(s)ofanunmarrieddeceasedGovernmentServant"

S.No.	No. of dependent minor children of deceased Government Servant OR dependent sister(s) / brother(s) of an unmarried deceased Government Servant	Weightage points
1	01	05
2	02 &Above	10

(xxi) As per Para 7 (b) of O.M. ibid, compassionate appointment can be made up to a maximum of 5% of vacancies falling under direct recruitment quota in any Group 'C' post.

Hence, vacancies calculation under compassionate quota for each year for various posts are as under: -

Technician Grade-I (TG I)

Total sanctioned	DR quota	Vacant Post	DR	Compassionate Vacancies (5%)
69	34	23		1.15

- No recruitment is made till date on compassionate ground for post of TG I.

Technician Grade-II (TG II)

Total sanctioned	DR quota	Vacant Post	DR	Compassionate Vacancies (5%)
68	34	34		1.7

Last appointment on compassionate ground was made in 2003 in TG II category. At present there are 34 vacant posts available in DR quota for TG II. All these posts have become vacant after last appointment of TG II on compassionate grounds. Accordingly, 1.7 posts (5 % of 34) are available for compassionate appointment.

Multi-Tasking Staff (Technical)

Total sanctioned	DR quota	Vacant DR Post	Vacancies created after last compassionate appointment	Compassionate Vacancies (5%)
192	192	124	32	1.6

Last appointment on compassionate ground was made in 2016 in MTS(T) category.

Accordingly,

1. Total of vacancy for TG-I: = 1.15

In view of the above, **1 vacancy** is considered in the compassionate appointment quota up to the vacancy year 2022.

For next compassionate appointment year +0.15 vacancies will be carried forward

2. Total of vacancy for TG-II from 2004 to 2022: = 1.7

In view of the above, **2 vacancies** are considered in the compassionate appointment quota up to the vacancy year 2022.

For next compassionate appointment year -0.3 vacancies will be carried forward.

3. Total of vacancy for MTS from 2016 to 2022: = 1.6

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Also, in last appointments on compassionate ground 3 vacancies were filled against 3.5 vacancies. So, 0.5 vacancies are carried forward from last appointment is added to this year vacancies.

Total vacancies: **1.6+0.5= 2.15**

In view of the above, **2 vacancies** are considered in the compassionate appointment quota up to the vacancy year 2022.

For next compassionate appointment year 0.15 vacancies will be carried forward.

Grand Total of Vacancies:

Category	No of Post available for compassionate appointment
Technician Gr I	01
Technician Gr II	02
MTS(T)	02
TOTAL	05

(xxi) The committee reviewed 28 applications against total of 5 vacancies, out of which 6 applications were not considered by the committee for various reasons stated below:

Sr.No.	Name of applicants	Reason
1.	Smt. Sumitra Meena W/o Late Shri Ram Avtar Meena (MTS) Date of Death: 09/08/2008	Initially Smt Sumitra Meena applied for compassionate appointment on 26/11/2008. Her case was considered by the committee in 2016 but appointment was not recommended. Now Smt Sumitra Meena vide her letter dated 07/04/2022 has requested for application in name of Shri Bhupendra Meena, Son of deceased employee when he attains age of 18. Date of birth of Bhupendra Meena is 02/07/2007 and will attain age of 18 in 2025. Hence committee recommends to consider this application in recruitment year 2025.
2.	Shri Prabhulal Lakhera (Adopted) son of Late Shri Laxminarayan Lakhera (TG-II) Date of Death: 13/06/1995	Applicant submitted application initially on 16/05/1995. This case was considered in year 2016 but was not recommended for appointment. Now as per Aadhar card details and self-affidavit submitted by applicant, the age of applicant is 62 years therefore as the applicant has already crossed the retirement age the committee has not considered his application and recommends to close this case.
3.	Shri Abdul Hamid S/o Late Shri Abdul Mazid (MTS) Date of death: 11/08/2003	Smt. Mafia B, wife of the deceased employee submitted an application on 26.01.2004 requesting to appoint her younger son Shri Abdul Hamid on compassionate ground. The

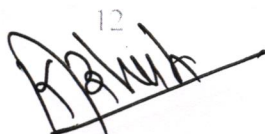
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		<p>application was considered by the committee in 2016 but the appointment was not recommended. Now, he has been issued letters on 11.11.2021, 29.03.2022 to submit details in prescribed format as per Dept. of Revenue's letter F.No.A.12012/52/2018-Ad.III.B dated 15.05.2019. Vide letter dated 25.07.2022, the candidate was given 15 days' time to submit the all-relevant documents and application in prescribed format as per above said OM but no reply has been received. As application in proper format along with all relevant documents is not present committee has not considered this case. And as the case is more than 19 years old and non submission of required document presently indicate that they are not in extreme poor condition and hence committee recommends to close this case.</p>
4.	<p>Shri Sher Mohammad S/o Late Shri Abdul Rashid (TG-I) Date of Death: 22/02/2005</p>	<p>Initially Smt Sanjida Bi w/o/ late shri Abdul Rashid made application for compassionate appointment in favor of her younger son Sher Mohammad on 02/09/2005. This case was considered by last appointment committee in 2016 but appointment was not recommended. Now, he has been issued letters on 11.11.2021, 29.03.2022 to submit details in prescribed format as per Dept. of Revenue's letter F.No.A.12012/52/2018-Ad.III.B dated 15.05.2019. Vide letter dated 25.07.2022, the candidate was given 15 days' time to submit the all-relevant documents and application in prescribed format as per above said OM but no reply has been received. As application in proper format along with all relevant documents is not present committee has not considered this case. And as the case is more than 17 years old and non submission of required document presently indicate that they are not in extreme poor condition and hence committee recommends to close this case</p>
5.	<p>Ms. Bindu Madhavi Devu D/o Late Sh. Devu Srinivas (TG-I) Date of death: 09/05/2017</p>	<p>Smt. Shridevi Devu, wife of the deceased employee had applied for compassionate appoint on behalf of her daughter Ku. Bindu Madhavi Devu of 01/08/2017. Part A was submitted on 01/08/2017 Now, she has been issued letters on 11.11.2021, 29.03.2022 to submit details in prescribed format as per Dept. of Revenue's letter</p>



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		F.No.A.12012/52/2018-Ad.III.B dated 15.05.2019. Vide letter dated 25.07.2022, the candidate was given 15 days' time to submit the all-relevant documents and application in prescribed format as per above said OM but no reply has been received. As application in proper format along with all relevant documents is not present committee has not considered this case. However, committee recommends to keep this case for next compassionate appointment as death of employee is on 9/5/2017.
6.	Smt. Kaushalya Bai M/o Late Ms. Rakhi Gamdalu (MTS) Date of death: 30.01.2021	Smt Kaushalya Bai Mother of late Ms. Rakhi Gamdalu applied for compassionate appointment on 30/09/2021. However as per DoP&T's OM No. 14014/02/2012-Estt. (D) Dated 30th May, 2013, Mother of deceased employee is not considered dependent for compassionate appointment. Also, committee has noted that M Rakhi Gamdalu (MTS) was herself compassionate appointee. Therefore, committee recommends to reject her application and close this case.

The Committee examined the remaining 22 cases as per the DOPT's instructions regarding appointment on compassionate grounds vide O.M. No. 14014/02/2012-Estt.(D) dated 16.01.2013, C&AG circular No. 02/NGE/2006 and 09/NGE/(Disc.)/29-2005/Vol.V dated 09.01.2006, Ministry's letter F. No. A.18013/04/2016-Ad.IIIB dated 28.08.2017, A.12012/51/2017-Ad.IIIB dated 07.03.2018, A12012/52/2018-Ad.III.B dated 15.05.2019, A.12012/8/2020-Ad.III.B dated 14.12.2020 and other instructions issued from time to time by the DOPT/Ministry regarding compassionate appointment, overall assessment has been made as per relative merit Point and revised procedure proposed by the Board vide letter dated 15.05.2019 & 14.12.2020 for selection of suitable candidate under the scheme of compassionate appointment. Now, in continuation to the minutes of last meetings of this committee (attached as **Annexure-B**) and after viewing detailed verification report and their individual files, the following observations of the committee in respect of present 22 cases (arranged **merit-wise**), are made as under:

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Sr No.	Name of the applicant, relation to the govt. servant date of birth (Education)	Name, designation of the deceased govt. servant & date of death	Points obtained in 100 Point Scale of Proforma 'C'	Recommendation of the Committee
1.	ANAMIKA TRIPATHI, WIFE, 05.11.1981, (MA(HIS), MSc(CS))	RAHUL TRIPATHI, MTS(T), 03-04-2022	83	Smt. Anamika Tripathy, wife of the deceased employee, has submitted application for compassionate appointment on 01.06.2022 and secured top rank on the basis of points obtained in Merit Point Scale Proforma 'C', The applicant is widow and has no other source of income than pension. She has a daughter of around 9 years age and her full responsibility is on applicant. As per the merit points it clearly emerges that the financial condition of the applicant is poor. The qualification required for TG-II as per the Recruitment Rules is matriculation with science (Physics and Chemistry) or equivalent. The qualification of the candidate is MSc (CS). In matriculation certificate of the candidate the "science" subject is mentioned. It is pertinent to mention that in matriculation many states don't do bifurcation between special subjects of science like physics, chemistry etc. and the subject science has integrated syllabus of all its branches. Therefore, the committee recommends her for appointment on posts of Technician Grade-II on compassionate ground.
2	MANISHA GURNANI, Wife	VISHAL GURNANI, MTS,	81	This case was considered by previous committee in 2016 when last appointments on



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	18-02-1977, (10 TH)	02.07.2013		<p>compassionate ground was made. The applicant has secured Second Position as per points obtained in Point Scale Proforma 'C'. The applicant is widow and looking after 2 sons and mother-in-law. Though mother-in-law has a house in her name applicant is residing on rent in Indore and taking care of her 2 sons and their education. Also, from merit points it emerges that the financial condition of the applicant is not good. The qualification required for TG-II as per the Recruitment Rules is matriculation with science (Physics and Chemistry) or equivalent. The qualification of the candidate is Matriculation. In matriculation certificate of the candidate the "science" subject is mentioned. It is pertinent to mention that in matriculation many states don't do bifurcation between special subjects of science like physics, chemistry etc. and the subject science has integrated syllabus of all its branches. Therefore, the committee recommends her for appointment on posts of Technician Grade-II on compassionate ground.</p>
3	NARENDRA CHOUHAN, Son, 03.01.2000, (B.Com.)	SUBHASH CHANDRA CHAUHAN, MTS, 07-07-2013	75	<p>The applicant is son of the deceased employee. This case was considered by previous committee in 2016 when last appointments on compassionate ground was made. The applicant has secured 75 points and is equal to that of Smt. Lata Chouhan, the rank is calculated using tie breaking</p>

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				<p>formula as per Board's instructions vide letter F.No.A.12012/8/2020-Ad.III.B dated 14.12.2020. There were 5 dependent members of the deceased employee and per dependent available income is Rs.125597.4 which is lesser than that of Smt Lata Chouhan having per dependent available income 511398.66. Since the per dependent available income is lesser, the candidate is placed before Smt. Lata Chouhan and placed at Third Position. The applicant and whole family is residing in village in kaccha house. Applicant works on daily wages and takes care of his family. The post of MTS (Technical) has various sub posts under it like Semi-skilled worker, Weighman, Carpenter, Worker, Dresser, Ward Boy. The qualification required as per the Recruitment Rules for the post of Ward Boy is matriculation. The candidate possesses the required qualification for Ward Boy post. Therefore, the committee recommends him for appointment on post of Ward Boy on compassionate ground.</p>
4.	LATA CHOUHAN, Wife, 01.01.1979, (NIL)	HARIPRASAD CHOUHAN, MTS, 06-03-2019	75	<p>Smt. Lata Chouhan, wife of the deceased employee, has submitted application for compassionate appointment on 12.02.2020. The applicant has secured 75 merit points and is equal to that of Shri Narendra. Chouhan, the rank is calculated using tie breaking formula as per Board's instructions vide</p>

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				<p>letter F.No.A.12012/8/2020-Ad.III.B dated 14.12. 2020. There are 3 dependent members of the deceased employee and per dependent available income is 511398.6 which is higher than that of Shri Narendra Chouhan. Since the per dependent available income is higher, the candidate is placed after Shri Narendra Chouhan. The candidate has secured Fourth position among all applicants on the basis of Merit Point Scale proposed in proforma 'C'. The candidate is widow and has no other source of income than pension. She has one son and one daughter who are fully dependent on applicant. Considering this committee is of the view that she is in genuine need of the appointment, however as the applicant is not fulfilling the requirement of educational qualification the committee recommends her for the post of MULTI TASKING STAFF only as per relaxation given in Para 2 of O.M. No. 14014/2/2009- Estt. (D) Dated 03.04.2012.</p>
5.	ARJUN BAIRAGI, Son, 07.03.1988, (10 TH passed)	DHANNA LAL BAIRAGI, MTS, 02-03-1999	58	<p>The applicant secured 58 points which is equal to that of Shri Nitesh Mali and Shri Pradeep Saita, the order of merit is calculated using tie breaking formula as per Board's instructions vide letter F.No.A.12012/8/2020-Ad.III.B dated 14.12.2020. There is only 1 dependent member of the deceased employee and the per dependent available income is 274525 which is lesser than that of Shri Pradeep</p>

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				<p>Saita having per dependent available income 571645.5 and Shri Nitesh Mali having per dependent available income 753312.33. Since the per dependent available income is lesser than Shri Pradeep Saita and Shri Nitesh Mali, the candidate is placed before the other two candidates and placed at and placed him at Fifth Position. There is only one post of TG-1 is left for compassionate appointment after recommendation of four nos. of posts as mentioned above against availability of only 5 vacancies. However, Shri Bairagi does not possess requisite educational qualification for TG-1.</p> <p>This case was considered by previous committee also and was not recommended for appointment. As the vacancies for compassionate appointment are very less in last 5 years, it is anticipated that in future also the vacancies will be very less. As the candidate is not recommended by this committee as well as previous committee and also the application is 23 years old and the applicant has survived till date financially. Therefore, the committee recommends to close the case for future appointment.</p>
6.	<p>PRADEEP SAITA, Son, 26.08.1998, (B.COM) (Pursuing ITI in</p>	<p>PARMANAND SAITA, TG-II, 16-05-2017</p>	58	<p>The applicant secured 58 points which is equal to that of Shri Arjun Bairagi and Shri Nitesh Mali, the order of merit is calculated using tie breaking formula as per</p>



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	Electrician trade, Not Completed)			Board's instructions vide letter F.No.A.12012/8/2020-Ad.III.B dated 14.12.2020 . Since there are 2 dependents, the per dependent available income comes at 571645.5 which is lesser than that of Shri Nitesh Mali having per dependent available income 753312.33 and higher than that of Shri Arjun Bairagi having per dependent available income 274525. Since the per dependent available income is lesser than Shri Nitesh Mali, the candidate is placed before Shri Nitesh Mali and placed at Sixth Position. There is only one post of TG-1 is left for compassionate appointment after recommendation of four nos. of posts as mentioned above against availability of only 5 vacancies. However, due to availability of only 5 vacancies, the committee recommends for keeping his request pending for future meeting on availability of future vacancies.
7	NITESH MALI, Son, 14.12.2000, (12 TH , ITI)	NEMICHAND, MTS, 11-08-2017	58	The applicant secured 58 points which is equal to that of Shri Arjun Bairagi and Shri Pradeep Saita, the order of merit is calculated using tie breaking formula as per Board's instructions vide letter F.No.A.12012/8/2020-Ad.III.B dated 14.12.2020 . Since there are 3 dependents, the per dependent available income comes at 753312, which is higher than that of Shri Arjun Bairagi and Shri Pradeep Saita. Since the per

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				<p>dependent available income is higher than Shri Arjun Bairagi and Shri Nitesh Mali, the candidate is placed after both Arjun Bairagi and Pradeep Saita at Seventh Position. There is only one post of TG-1 is left for compassionate appointment after recommendation of four nos. of posts against availability of only 5 vacancies. Shri Nitesh Mali is ITI holder and as per RR the requisite educational qualification for TG-1 is Industrial Training Institute Trade Certificate in appropriate trade with five years' experience in respective trade. Since the applicant has ITI Certificate but no requisite experience, therefore administrative decision may be taken by the Competent Authority for his appointment.</p>
8.	<p>NITISH CHOUHAN, Son, 29.06.1988, (10TH passed)</p>	<p>BAPU SINGH, TG-II, 14-06-2005</p>	56	<p>The applicant secured Eighth Position as per points obtained in Point Scale Proforma 'C'. This case was considered by previous committee also and was not recommended for appointment. As the vacancies for compassionate appointment are very less in last 5 years, it is anticipated that in future also the vacancies will be very less. As the candidate is not recommended by this committee as well as previous committee for appointment, the committee recommends to close the case for future</p>

Arjun

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				appointment.
9.	SAVITA MORE, Wife, 30.03.1978, (B.A.)	DEVENDRA MORE, FOREMAN, 09-12-2016	54	The applicant secured Ninth Position as per points obtained in Point Scale Proforma 'C'. However, due to availability of only 5 vacancies, the committee recommends for keeping her request pending for future meeting on availability of future vacancies.
10.	MOHD NAZIM Son 25.05.1984 (8 TH Passed)	MOHAMMED ASLAM TEA MAKER 19-02-1992	53	The applicant secured Tenth Position as per points obtained in Point Scale Proforma 'C'. This case was considered by previous committee also and was not recommended for appointment. As the vacancies for compassionate appointment are very less in last 5 years, it is anticipated that in future also the vacancies will be very less. As the candidate is not recommended by this committee as well as previous committee for appointment. Further the application is 30 years old the committee recommends to close the case for future appointment.
11.	KRISHNA MORIYA, Son, 14.08.1985, (8 TH Passed)	PRAHLAD DAS, MTS, 06-10-2010	51	The applicant secured Eleventh Position as per points obtained in Point Scale Proforma 'C'. This case was considered by previous committee also and was not recommended for appointment. As the vacancies for compassionate appointment are very less in last 5 years, it is anticipated that in future also the vacancies will be very less. As the candidate is not recommended by this committee as well as

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				previous committee for appointment, the committee recommends to close the case for future appointment.
12.	MOHAMMED RAJAB KHAN, Son, 14.09.2002, (12 th Passed)	MOHAMMED ARIF, MTS, 29-09-2018	49	The points secured by the candidate being tie with that of Shri Mahesh Meena and Shri Manoj Mehra, the order of merit is calculated using tie breaking formula as per Board's instructions vide letter F.No.A.12012/8/2020-Ad.III.B dated 14.12.2020 . Since there are 3 dependent members, the per dependent available income comes at 797892.6, which is lesser than that of Shri Mahesh Meena (1635741) and Manoj Mehra (∞), the candidate is placed before Shri Mahesh Meena and Shri Manoj Mehra, at Twelfth Position . The applicant secured Twelfth Position as per points obtained in Point Scale Proforma 'C'. However, due to availability of only 5 vacancies, the committee recommends for keeping his request pending for future meeting on availability of future vacancies.
13	MAHESH MEENA, Son, 12.08.1998, (12 TH Passed)	KANWAR LAL MEENA, MTS, 01-11-2016	49	The points secured by the candidate being tie with that of Shri Mohammed Rajab Khan and Shri Manoj Mehra, the order of merit is calculated using tie breaking formula as per Board's instructions vide letter F.No.A.12012/8/2020-Ad.III.B dated 14.12.2020 . Since there is only 1 dependent member, the per dependent available income comes at 1635741, which is higher than that of Shri Mohammed

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				<p>Rajab Khan (797892.6) and lesser than that of Manoj Mehra (∞). the candidate is placed after Shri Mohammed Rajab Khan and before Shri Manoj Mehra, at Thirteenth Position.</p> <p>The applicant secured Thirteenth Position as per points obtained in Point Scale Proforma 'C'. However, due to availability of only 5 vacancies, the committee recommends for keeping his request pending for future meeting on availability of future vacancies.</p>
14.	MANOJ MEHRA, Son, 05.02.1988, (B.Sc.)	MANOHAR LAL MEHRA, MTS, 13-09-2004	49	<p>The points secured by the candidate being tie with that of Shri Mahesh Meena and Shri Mohammed Rajab Khan, the order of merit is calculated using tie breaking formula as per Board's instructions vide letter F.No.A.12012/8/2020-Ad.III.B dated 14.12.2020. Since there is no dependent member available, the per dependent available income becomes infinity which is higher than that of Shri Mahesh Meena (1635741) and Mohammed Rajab Khan (797892.6), the candidate is placed after Shri Mahesh Meena and Shri Mohammed Rajab Khan, at Fourteenth Position.</p> <p>The applicant secured Fourteenth Position as per points obtained in Point Scale Proforma 'C'. This case was considered by previous committee also and was not recommended for appointment. As the vacancies for compassionate appointment are very less in</p>

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				last 5 years, it is anticipated that in future also the vacancies will be very less. As the candidate is not recommended by this committee as well as previous committee for appointment, the committee recommends to close the case for future appointment.
15.	ALPANA SUTRAKAR, Daughter, 10.02.1989, (BA)	PYARCHAND SUTRAKAR, MTS, 05-06-2002	47	The points secured by Smt. Alpana Sutrar are equal to that of Shri Sanjeev, the order of merit is calculated using tie breaking formula as per Board's instructions vide letter F.No.A.12012/8/2020-Ad.III.B dated 14.12.2020. There are 2 dependent members of the deceased employee and the per dependent available income is 212878 which is lesser than that of Shri Sanjeev whose per dependent available income is 374677. Hence applicant is placed before Sanjeev at Fifteenth Position as per points obtained in Point Scale Proforma 'C'. This case was considered by previous committee also and was not recommended for appointment. As the vacancies for compassionate appointment are very less in last 5 years, it is anticipated that in future also the vacancies will be very less. As the candidate is not recommended by this committee as well as previous committee for appointment, the committee recommends to close the case for future appointment.
16.	SANJEEV,	KRISHNA DAS,	47	The points secured by Shri

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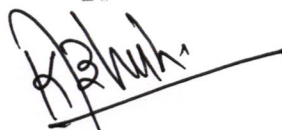
	Son, 07.07.1973, (8 TH Passes)	MTS, 11-07-1999		Sanjeev are equal to that of Smt. Alpana Sutrakar ,the order of merit is calculated using tie breaking formula as per Board's instructions vide letter F.No.A.12012/8/2020-Ad.III.B dated 14.12.2020 . There is only one dependent member of the deceased employee and the per dependent available income is 2374677 which is higher than that of Smt. Alpana Sutrakar whose per dependent available income is 212878. Hence applicant is placed after Smt. Alpana Sutrakar at Sixteenth Position as per points obtained in Point Scale Proforma 'C'. This case was considered by previous committee also and was not recommended for appointment. As the vacancies for compassionate appointment are very less in last 5 years, it is anticipated that in future also the vacancies will be very less. As the candidate is not recommended by this committee as well as previous committee for appointment, the committee recommends to close the case for future appointment.
17.	RISHIKANT VYAS, Son, 04.03.1991, (12 th Passed)	MAHENDRA KUMAR VYAS, MTS, 25-04-2021	45	The applicant secured Seventeenth Position as per points obtained in Point Scale Proforma 'C'. As the case was considered first time only by this committee, committee recommends to keep the case open for future consideration.
18.	LAXMINARAYAN, Son,	MOOLCHAND TG-II	41	The points secured by Shri Laxminarayan, son of the

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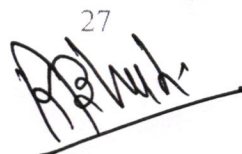
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	01.10.1981, (10 TH)	22-05-2000		deceased employee is equal to that of Smt. Gauri Banerjee, the order of merit is calculated using tie breaking formula as per Board's instructions vide letter F.No.A.12012/8/2020-Ad.III.B dated 14.12.2020 . There is only one dependent member of the deceased employee and the per dependent available income is 447685 which is lesser than that of Smt. Gauri Banerjee whose per dependent available income is 1008980. Hence, applicant is placed before Smt. Gauri Banerjee at Eighteenth Position as per points obtained in Point Scale Proforma 'C'. This case was considered by previous committee also and was not recommended for appointment. As the vacancies for compassionate appointment are very less in last 5 years, it is anticipated that in future also the vacancies will be very less. As the candidate is not recommended by this committee as well as previous committee for appointment, the committee recommends to close the case for future appointment.
19.	GAURI BANERJEE, Daughter, 19.09.1982, (M.Sc.)	NK BANERJEE, TG-I, 06.07.2004	41	The points secured by Smt. Gauri Banerjee are equal to that of Shri Laxminarayan, the order of merit is calculated using tie breaking formula as per Board's instructions vide letter F.No.A.12012/8/2020-Ad.III.B dated 14.12.2020 . There are 2 dependent members of the deceased


				<p>employee and the per dependent available income is 1008980 which is higher than that of Shri Laxminarayan. Hence applicant is placed after Shri Laxminarayan at Nineteenth Position as per points obtained in Point Scale Proforma 'C'. This case was considered by previous committee also and was not recommended for appointment. As the vacancies for compassionate appointment are very less in last 5 years, it is anticipated that in future also the vacancies will be very less. As the candidate is not recommended by this committee as well as previous committee for appointment, the committee recommends to close the case for future appointment.</p>
20.	ANKESH SURAH, Son, 17.02.1990, (B.Com.)	MURARILAL SURAH, TG-I, 12-06-2020	39	<p>The applicant secured Twentieth Position as per points obtained in Point Scale Proforma 'C'. As the case was considered first time only by this committee, committee recommends to keep the case open for future consideration.</p>
21.	UMESH KUMAR, Son, 26.06.1977, (12 th Passed)	SHAMBHUDAYAL SHARMA, Lab. Assistant, 12-02-2010	35	<p>The applicant secured Twenty-First Position as per points obtained in Point Scale Proforma 'C'. This case was considered by previous committee also and was not recommended for appointment. As the vacancies for compassionate appointment are very less in last 5 years, it is anticipated that in future also the vacancies will be very less.</p>



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				As the candidate is not recommended by this committee as well as previous committee for appointment, the committee recommends to close the case for future appointment.
22.	AJAY SINGH, Son, 03.05.1979, (12 th passed)	VIJAY SINGH, JSA, 27-05-2004	25	The applicant secured Twenty-Second Position as per points obtained in Point Scale Proforma 'C'. This case was considered by previous committee also and was not recommended for appointment. As the vacancies for compassionate appointment are very less in last 5 years, it is anticipated that in future also the vacancies will be very less. As the candidate is not recommended by this committee as well as previous committee for appointment, the committee recommends to close the case for future appointment.

(xxii) Provisions of the Recruitment Rules of various Group 'C' posts wherein presently vacancies (including carry forwarded vacancies from previous years) in the direct recruitment quota are available and which may be filled as per the education & other qualifications of the dependents available on record are given in the enclosed 'Annexure-A'

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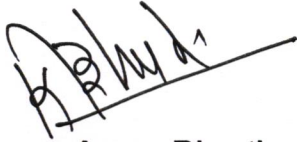
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(xxiii) The composition of the Committee, as constituted by the competent authority, is as under:

- | | | |
|--|-------|----------|
| 1. Dr. Chittranjan D Majhi,
Joint Commissioner,
CCF office, Delhi. | ----- | Chairman |
| 2. Kumar Aman Bharti,
General Manager (Finance),
CCF office, Delhi. | ----- | Member |
| 3. Naresh Bundel,
General Manager,
GOAW, Neemuch. | ----- | Member |


Dr. Chittranjan D Majhi,
Joint Commissioner,
CCF office, Delhi.
Chairman


Kumar Aman Bharti,
General Manager (Finance),
CCF office, Delhi.
Member


Naresh Bundel,
General Manager,
GOAW, Neemuch
Member

PROVISIONS OF RECRUITMENT AS PER RECRUITMENT RULES OF VARIOUS CADRES (Annexure A)

S. No.	Post & Pay Scale	Educational and other Qualifications required	Age limit (in years)
1.	Technician grade-I Pay Band PB-1 Rs. 5200-20200 + Grade Pay Rs. 2400 (Revised Pay Matrix Level-4 Rs. 25500-81100)	<i>B.Sc. with Chemistry and Physics or equivalent of a recognized university. OR Industrial Training Institute Trade Certificate in appropriate trade with five years' experience in respective trade. OR Middle pass with 1st Class Certificate competency in boiler attendant trade with one year experience of the operation of boiler OR Middle pass with 2nd Class Certificate of competency in boiler attendant trade with one year experience of the operation of boiler</i>	18 - 25
2.	Technician grade-II Pay Band PB-1 Rs. 5200-20200 + Grade Pay Rs. 1900 (Revised Pay Matrix Level-2 Rs. 19900-63200)	<i>Matriculation with science (Physics and Chemistry) or equivalent</i> Desirable: Two years' experience in chemical laboratory or chemical plant OR Industrial Training Institute Certificate in appropriate trade Desirable: One year experience in the trade OR 2 nd Class certificate of competency in boiler attendants trade Desirable: One year's experience in the trade OR 8 th standard pass with six years' experience in any chemical/pharmaceutical plant	18-25
5.	Multi Tasking Staff (Technical) Pay Band PB-1 Rs. 5200-20200 + Grade Pay Rs. 1800 (Revised Pay Matrix Level-1 Rs. 18000-56900)	Semi-skilled worker, Weighman and worker- Pass in any trade from government recognized Industrial Training Institute. Dresser- (1) Matriculation or equivalent from a recognized Board; (2) Should have passed the First-Aid Examination from a recognized institution and adequate experience of first-aid and dressing of wounds etc. Desirable- Two years experience in a recognized hospital or dispensary. Carpenter-	18 - 25

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		Pass in carpentry trade from a government recognized Industrial Training Institute. Desirable- One year service in the trade. Ward Boy- Matriculation or equivalent. Desirable- One year experience in nursing orderly's duties	
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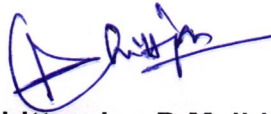
Dr. Chittranjan D Majhi,
 Joint Commissioner,
 CCF office, Delhi.
 Chairman

Kumar Aman Bharti,
 General Manager (Finance),
 CCF office, Delhi.
 Member

Naresh Bundel,
 General Manager,
 GOAW, Neemuch
 Member

CERTIFICATE

IT IS CERTIFIED THAT NONE OF MY CLOSE RELATIVE IS BEING CONSIDERED BY THE SCREENING COMMITTEE HELD ON **28.10.2022** FOR APPOINTMENT ON COMPASSIONATE GROUND AND THAT I AM OTHERWISE ALSO NOT INTERESTED IN ANY PARTICULAR CANDIDATE.



Dr. Chittranjan D Majhi,
Joint Commissioner,
CCF office, Delhi.
Chairman



Kumar Aman Bharti,
General Manager (Finance),
CCF office, Delhi.
Member



Naresh Bundel,
General Manager,
GOAW, Neemuch
Member