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**PROCEEDINGS OF THE MEETING OF DEPARTMENTAL SCREENING COMMITTEE
TO CONSIDER APPLICATION FOR APPOINTMENT ON COMPASSIONATE
GROUND DURING THE PERIOD 01.01.2023 TO 31.12.2023 IN
THE O/O AG (A&E) GUJARAT, AHMEDABAD BRANCH**

A Departmental Screening Committee constituted vide Accountant General's orders dated 17.03.2023 comprising of Shri G S Suryawanshi, Sr. Dy. Accountant General, O/o the Accountant General (A&E-I), Maharashtra, Mumbai, Shri Saji Thomas, Sr. Dy. Accountant General, O/o the Accountant General (A&E) Gujarat, Rajkot and Ms. Veenus Chaudhary, Sr. Dy. Accountant General, O/o the Pr. Accountant General (Audit-I) Gujarat, Rajkot met by circulation to consider the application for appointment on compassionate grounds during period 01.01.2023 to 31.12.2023.

2. The Committee was informed as under:

- i. As per Govt. of India Department of Personnel & Training's O.M. No. 140141/1/22 Estt (D) dated 02.08.2022, applications for appointment on Compassionate grounds should be considered in the light of the instructions issued from time to time by Department of Personnel & Training on the subject matter. 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.
- ii. To consider the various applications and to recommend individual applicant for grant of compassionate appointment, a Committee, comprising three members (one Chairman and two Members), may be constituted. The Committee may be chaired by an Officer not below the rank of Director/Deputy Secretary in the Ministry/Department and officers of equivalent rank in the case of attached and subordinate offices. Recommendation of the committee should be placed before the Competent Authority for a decision.
- iii. As per Headquarters Office's Circular No. 34 received under letter No. 09-Staff Entt.(Rules)/CA/12/2-15 dated 28.09.2016 and Circular No. 31 received under letter no. 36-Staff Entt. (Rules)/CA/05-2020 dated 24.07.2020, recommendation or rejection of a case by the DSC should be through a

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speaking order only. Accordingly, the screening committee should give specific and reasoned recommendations in each case considered by it.

The scheme for compassionate appointment as contained in the Department of Personnel & Training's O.M. No. 14014/1/2022-Estt. (D) dated 02.08.2022 lays down multiple parameters for consideration of cases and determination of financial condition of the applicant. These include an assessment of assets and liabilities of the applicant including terminal benefits received. Headquarters Office had laid down precise monetary limits for determining financial indigence of the applicants. However, it has been clarified by Headquarters Office that local Head of Department may consider all the cases in terms of parameters prescribed by the Government without being restricted by application of monetary limits of terminal benefits etc. received by the family.

- iv. A model evaluation system of 165 marks based on a number of parameters prescribed in the scheme with suitable weights assigned to each for consideration of the applicants in a fair and objective manner has been received under Headquarters Office Circular No.14 Annexure-V (ii) received under letter No.52-Staff Entt. (Rules)/A.R./02-2021 dated 20.04.2022 and the same may be used by the DSC to judge the applicants being considered under scheme for compassionate appointment. Further, in addition to the points allotted under Revised Evaluation system, 15 Bonus marks will be allotted to applicant if she is widow of the deceased employee & 15 Bonus marks will be allotted if he/she is an orphaned child.
- v. As per Department of Personnel & Training's O.M. No. 14014/1/2022-Estt. (D) dated 02.08.2022, Departmental Screening Committee (DSC) have to satisfy themselves, before recommending the dependent family member for compassionate appointment that the family is indigent and deserves immediate assistance for relief from financial destitution, and applicant for compassionate appointment is eligible for the same under the scheme.
- vi. As per para 7(b) of the DoPT's OM dated 02.08.2022, it has been informed that Compassionate appointments can be made upto a maximum of 5% of vacancies falling under direct recruitment quota in any Group 'C' post.
- vii. Three vacancies are available for making compassionate appointment during the year 2023 as worked out in accordance with Department of Personnel &

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Training's O.M. No. 14014/1/2022-Estt. (D) dated 02.08.2022. Out of 03 vacancies available for compassionate appointment, 01 vacancy is earmarked for appointment in the cadre of Accountant, 01 for DEO Grade 'A', Nil for Clerk/Typist & 01 for MTS.

- viii. The minimum educational qualification prescribed for direct recruitment in the post of 'MTS', 'Clerk/Typist' and 'Accountant' are Matriculation, Intermediate (10+2) and Graduation respectively. The minimum educational qualification for DEO Grade 'A' is Intermediate (10+2).

However, as per Government of India, Department of Personnel & Training O.M.F.No. 140141/1/22 Estt (D) dated 02.08.2022 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 band and grade pay only on acquiring the minimum qualification prescribed under the Recruitment Rules.

As per note-I below Para 6 of DOP&T's O.M. No. 140141/1/22 Estt (D) dated 02.08.2022 the age eligibility shall be determined with reference to the date of application for compassionate appointment and not the date of appointment. As per note-II, the authority competent to take final decision for making compassionate appointment in a case is the Competent Authority to grant relaxation of upper age limit.

Further, as per Para 6 (B) (d) of DOPT's OM No. 140141/1/22 Estt (D) dated 02.08.2022, 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 Pay level -1 (₹ 18000-56900), directly without insisting on fulfilment 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 the help of some on job training. The dispensation is to be allowed for appointment on compassionate ground against the post of MTS only.

- ix. One application of Smt. Chandrika N. Sadhu (Non-matriculate) wife of late Shri Nilesh I. Sadhu was received on 26.09.2022 which is to be considered by the Departmental Screening Committee for appointment under compassionate ground against vacancy for the year 2023.

The Report of the Senior Audit Officer/welfare in respect of Smt. Chandrika N.

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Sadhu is enclosed with administrative note to the Committee.

- x. The particulars of the application for compassionate appointment of Smt.Chandrika N. Sadhu has been verified with reference to the parameters prescribed vide Headquarters office Circular No. 34 received under letter No. 09-Staff Entt (Rules)/C.A/12-2015 dated 28.09.2016 and circular no. 52 Staff Entt. (Rule)/AR/02-2021 dated 20.04.2022.

The details of Smt. Chandrika N. Sadhu are enclosed as Annexure to administrative note to the Committee as per the parameter-based model evaluation system.

3. The committee examined the report of the Welfare Officer dated 13.01.2023 with its enclosures and the relevant documents presented to the Committee. After careful examination and evaluation of the applications for compassionate appointment based on the information furnished to the committee, the Committee made following observations:

Name of the Applicant	Observations
Smt. Chandrika N. Sadhu W/o Late Shri N.I. Sadhu	1. Though Smt. Chandrika Sadhu is in receipt of a Family Pension of Rs. 23100/- per month but her Family Pension at normal rate would be Rs. 13860/- per month. It is difficult to look after the family with meagre amount of pension. 2. She has two minor children to look after i.e. 01 daughter aged 17 years and 01 son aged 13 years respectively. She has liabilities of education and marriage of daughter. 3. None of her family member has a job to support the family.

After consideration of the case of Smt. Chandrika N. Sadhu W/o Late Shri N.I. Sadhu based on the available records and the reports of the Sr. AO (Welfare) dated 13.01.2023 and also looking into her liabilities i.e. dependent children and no earning member in the family, the Committee takes a sympathetic view and recommends Smt. Chandrika N. Sadhu for appointment on Compassionate Ground to the post of 'MTS Trainee'.

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4. The members of DSC certify that none of their close relatives is being considered and they are otherwise also not interested in any particular candidate.



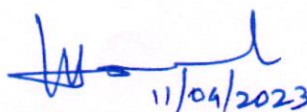
(Veenus Chaudhary)

Sr. Dy. Accountant General
O/o the Pr. AG(Audit-I) Gujarat,
Rajkot



(Saji Thomas)

Sr. Dy. Accountant General
O/o the AG (A&E)
Gujarat, Rajkot


11/04/2023

(G S Suryawanshi)

Sr. Dy. Accountant General,
O/o the Accountant General (A&E-I), Maharashtra,
Mumbai

Revised evaluation system for short listing applications for appointment on compassionate ground.
(Where the government servant died/retired on medical ground on or after 01.01.2016
(Prescribed vide Headquarters Office Circular No. 14 letter No 52-Staff Entt(Rules)/A.R/02-2021
dated 20.04.2022)

Name of the Application: Smt.ChandrikaNileshkumar Sadhu (UARN: N263736C260922001)

SL. NO	Particulars	Max Marks	Range	Marks to be provided	Particulars of the Applicant	Marks allotted
i	Family pension (Normal Basic FP)	25	Up to Rs. 9000 Rs.9001 to Rs. 12000 Rs.12001 to Rs. 16000 Rs. 16001 to Rs. 20000 Rs. 20001 and above	25 20 15 10 05	Family Pension at normal rate of Rs 13,860/- PM would payable to Smt. Chandrika Nilesh Sadhu	15
ii	Terminal benefits (DCRG+LE+C GEGIS+DLIS)	25	Up to Rs. 900000 Rs. 9,00,001 to Rs. 1200000 Rs.1200001 to Rs. 1500000 Rs. 1500001 to Rs. 1800000 Rs. 1800001 and above	25 20 15 10 05	DCRG:Rs 12,38,160/- L E: Rs 3,27,081/- CGEGIS: Rs -/10732 DLI: 60,000/- Total: -/16,35,793/-	10
iii	Dependent children (Two children)	25	Minor Child per member Each Major son Each major daughter Subject to maximum of	10 05 10 25	Daughters: (i)Ms SnehaN.Sadhu (17yrs unemployed &Study) (ii)Son – AravN.Sadhu (13yrs Unemployed & Study)	20
iv	Other dependent family Members	25	Parents of deceased Govt servant Brother of deceased Govt servant Sister of deceased Govt servant Subject to maximum of	05 05 10 25	-	-
v	Immovable property	30	NIL Up to Rs.10,00,000/- Rs.10,00,001 to Rs.20,00,000/- Rs.20,00,001 to Rs.30,00,000/- Rs.30,00,001 to Rs.40,00,000/- Rs.40,00,001/- and above	30 25 20 15 10 05	Rs.20,00,001 to Rs.30,00,000/-	15

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vi	Job	15	No Job in family Job in family	15 00	No job in family.	15
vii	Service left	20	Less than 02 years 02 years to less than 05 years 05 years to less than 10 years 10 years and above	05 10 15 20	16 years & 09 Months 07 day	20
				165	Total marks	95
viii	Bonus marks to Widow*	15		15	Widow	15
					Grand Total	110

Note- In addition to the points allotted under REVISED EVALUATION SYSTEM, 15 Bonus marks have been allotted to applicant since she is widow of the deceased employee.

Veenus Chaudhary

(Veenus Chaudhary)
Sr. Dy. Accountant General
O/o the Pr. AG(Audit-I)
Gujarat, Rajkot

Saji Thomas

(Saji Thomas)
Sr. Dy. Accountant General
O/o the AG (A&E)
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11/4/2023

(G S Suryawanshi)
Sr. Dy. Accountant General,
O/o the Accountant General (A&E-I), Maharashtra,
Mumbai