

Proceedings of the Departmental Screening Committee Constituted for appointment on Compassionate ground for the year 2025 in the Office of the Accountant General (A&E)-I, Maharashtra, Mumbai

The Departmental Screening Committee constituted for appointment on Compassionate ground consists of Ms. Anu Jose, Sr. Deputy Accountant General/Admn, O/o the Principal Accountant General (Audit-I), Mumbai, Shri G. S. Suryawanshi, Director (Civil/AB), O/o the Principal Director of Audit (Central), Mumbai and Ms. Shubhangi, Sr. Deputy Accountant General (AMG-V), O/o the Accountant General (Audit-II), (Branch Office), Mumbai. The Committee met on 19-12-2025 to consider the case of Smt. Shuruti Sinha, W/o Late Shiv Shankar Kumar, Accountant for compassionate appointment.

- 2) The Committee was informed of the consolidated instructions in the form of Master circular issued vide DoPT OM F.No.14014/1/2022-Estt(D) dated 2nd August 2022 and further Headquarters instructions while considering the case for compassionate appointment.
- 3) Accordingly, appointments on compassionate grounds should be made up to a maximum of 5% of vacancies falling under direct recruitment quota in any group 'C' post including MTS posts. Fraction of a vacancy either half or exceeding half but less than one may be taken as one vacancy in terms of Government of India, DoPT OM No.F. No.14014/1/2022-Estt (D) dated 2nd August 2022. Further that, 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.
- 4) The Committee was informed about the vacancy position as on 01-01-2025 in Group 'C' cadre as follows:

Cadre in Group 'C'	Direct Recruitment
Accountant	22.50
DEO Grade 'A'	00
Stenographer Gr II	03
A/c's Clerk	29
MTS	95
Total	149.50
5% of 149.50 is 7.47 (round off to 7)	

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As such, 07 candidates can be appointed on compassionate basis during the panel year 2025. So far, no person has been appointed on compassionate grounds during the panel year 2025. The Committee was further informed that only one application requesting for compassionate appointment has been received by this office till date.

5) The Committee was informed about the minimum educational qualification in Group 'C' cadre as follows:

Sr No	Name of the Post	Educational Qualification
1	Accountant	Bachelor's degree of a recognized University
2	Accounts clerk	12 th Pass equivalent from a recognized Board or University Typing speed of 35 words per minute in English or 30 words per minute in Hindi on computer correspond to 10500 key depressions per hour or 9000 key depressions respectively on an average of 5 key depressions (for each word)
3	Multi Tasking Staff(MTS)	Matriculation or equivalent passed from recognized School/Board.

6) Ms. Shuruti Sinha has submitted her preferences of stations for appointment as Mumbai, Maharashtra (1st Preference) and Patna, Bihar (2nd Preference). The Committee was informed that as per Para 3(v) of Headquarters Office in terms of their office circular No.14 issued vide No. 52-(स्टाफ/हकदारी)नियम(ए.आर.)/02-2021 dated 20th April 2022, if the number of available vacancies are lesser than the pending applications of deserving candidates, then the field office shall give compassionate appointment to the number of deserving applicants equal to the vacancies available therein and forward the remaining applications to the Headquarters office, if they are otherwise found FIT by DSC and are willing for consideration against the vacancies available in the other field offices. The Committee was further informed that there are 7 vacancies under Group 'C' cadre for appointment on compassionate grounds in this office.

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- 7) The Committee was informed that the members must 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. For the panel year 2025, a total of 07 vacancies in Group 'C' have been earmarked for compassionate appointment under direct recruitment quota. As per Master circular issued vide DoPT OM F.No.14014/1/2022-Estt(D) dated 2nd August 2022, compassionate appointment can be made to the Group 'C' posts against the direct recruitment quota.
- 8) The family of the deceased Government Servant had provided details of financial conditions in the prescribed format provided by the office. Sr. Accounts Officer (I/c) Welfare Unit has verified the details of the applicant and submitted a detailed assessment report about the current financial condition, property status, and living conditions of the applicant i.e. Smt Shuruti Sinha and dependent family members of the deceased employee.
- 9) The Committee analysed the records produced by the administration such as relevant and applicable rules, statement of general financial status of the candidate and dependent family members, the reports of Sr Accounts Officer (I/c) Welfare and other relevant documents to evaluate the suitability of the candidate for the available post. Marks as per revised evaluation system awarded to candidate indicated have been taken into cognizance. Though liabilities of ₹. 20 lakhs have been declared by the dependents, in the absence of any documentation, it is not being considered.
- 10) The Committee was informed that as per Recruitment Rules for Accounts clerk age-limit for direct recruitment is between 18 and 27 years of age (Relaxable for Government servants upto age of 40 years in accordance with the instructions or orders issued by the Central Government). The crucial date for determining the age-limit shall be as fixed by the Staff Selection Commission (where recruitment is not through Staff Selection Commission, the crucial date for determining the age-limit shall be the last date for receipt of applications). As per Para 6 B (a) of DoPT OM dated 2nd August 2022 upper age limit prescribed for a post could be relaxed wherever found to be necessary. The lower age limit should, however, in no case be relaxed below 18 years of age. The age of the applicant at the time of application was 30 years. However, as Ms. Shuruti Sinha belongs to OBC category, she is eligible for age relaxation of 3 years as per Para 3 of DoPT OM dated 6th September 2022 [O.M. No. 43013/2/95-Estt. (SCT) dated 25-01-1995 and O.M. No. 36012/22/93-Estt. (SCT) dated 22-10-1993]. Hence, she can be considered for compassionate appointment.

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Shuruti Sinha
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11) The Committee, after going through personal file of deceased employee, evaluation sheets, reports of the Sr Accounts Officer (I/c) Welfare and other relevant records, recommends the following:

In the case of Smt Shuruti Sinha aged 30 years W/o Late Shiv Shankar Kumar, Accountant, the Committee feels that the family is passing through financial distress as there is no earning member in the family. Smt Shuruti Sinha has the responsibility of upbringing and educating her son who is two years old and supporting her in laws including her father-in-law who is paralyzed. Though the father in law and mother in law own property worth Rs.15,25,000/-, it may have to be divided between the immediate family of Late Shiv Shankar Kumar and his brother. Therefore, considering the overall economic and financial circumstances, verification report of the Senior Accounts Officer /Welfare and other relevant documents, the Committee feels that appointment on compassionate grounds would help the family in coping with the financial crisis. The Committee, therefore, in order to enhance the economic condition and to provide means of livelihood to the family of Late Shiv Shankar Kumar recommends Smt Shuruti Sinha as 'FIT' for appointment on compassionate grounds to the post of Accounts Clerk.

It is certified that the candidate is not related to any of the Screening Committee members and that the members are otherwise also not interested in the candidate being considered for the compassionate appointment.


(Ms. Shubhangi)

Sr. Deputy Accountant General (AMG-V)
O/o the Accountant General (Audit-II),
Maharashtra, (Branch Mumbai)


(Shri G. S. Suryawanshi)
Director (Civil/AB)

O/o the Principal Director of Audit (Central),
Mumbai


(Ms. Anu Jose)

Sr. Deputy Accountant General/Admn
O/o the Pr. Accountant General (Audit-I),
Maharashtra, Mumbai

NOTE FOR DSC

As per the Master Circular on Scheme of Compassionate appointment issued vide DoPT OM No.14014/1/2022-Estt(D) dated 02-08-2022, the object of the scheme for compassionate appointment 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 the financial destitution and to help it get over the emergency. Further, the scheme of Compassionate appointment is largely related to the need for immediate assistance to the family of the Government servant in order to relieve it from economic distress.

The Departmental Screening Committee is constituted to recommend the request received from the dependent family members for appointment on compassionate grounds in case of deceased Government employees.

The prescribed forms were issued to the family member of the deceased Government servant for considering the appointment on compassionate grounds. The family of the deceased Government servant provided the details of their financial conditions in the prescribed format provided by this office. The duly filled in forms received from the applicant was verified by the Sr Accounts Officer in charge of Welfare Unit.

In terms of Para 13(v) of Appendix to OM No.43019/9/2019-Estt (D) dated 23-08-2021 and the new guidelines issued vide Headquarters circular dated 20-04-2022, the Unique Application Registration Number (URAN) assigned to the applicant is as follow:

1) Smt Shuruti Sinha----S262214S150125001

As per Para 13(vii) of DoPT OM dated 02-08-2022 the candidate was informed vide this office letter dated 01-09-2025, the registration number of her application, the number of vacancies likely to be available on compassionate grounds as well as the point based merit system to be awarded to the applicant as per the model evaluation system issued by Headquarters Office Circular No. 14 under letter No. 52-स्टाफहकदारी (नियम)/ए.आर./02-2021 dated 20-04-2022.

The then Principal Accountant General had nominated (1) Ms Anu Jose, Sr DAG/Admn, O/o the Pr. Accountant General (Audit)-I, Maharashtra, Mumbai (2) Shri G S Suryawanshi, Director (Civil A/B), O/o the PDA (Central), Mumbai and (3) Ms Shubhangi, Sr DAG (AMG-V), O/o the Accountant General (Audit)-II, (Branch Office), Mumbai as members of the screening Committee for consideration of the compassionate Appointment case for the panel year 2025.

1) The Committee is briefed on the following facts:

The guidelines issued vide Headquarters Office Circular No. 14 under letter No. 52-स्टाफहकदारी (नियम) ए.आर./02-2021 dated 20-04-2022 and the yardsticks/guidelines for compassionate appointment issued vide DoPT Om No. 14014/1/2022-Estt(D) dated 02-08-2022 regarding the Master Circular of Compassionate appointment are placed below for Committee's reference. A few very pertinent points of the DoPT guidelines on the subject are reiterated here under:

*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 are wholly dependent on the Government servant at the time of his death in harness or retirement on medical ground, as the case may be.

[Note I below para (B) of DoPT Om dated 02-08-2022]

- It is applicable to a dependent family member of a government servant who
 - (a) dies while in service (including death by suicide); or
 - (b) is retired on medical grounds under Rule 2 of the CCS (Medical examination) Rules 1957 or the corresponding provision in the Central Civil Service Regulations before attaining the age of 55 years (57 years for erstwhile Group "D" Government servants); or
 - (c) is retired on medical grounds under Rule 38 of the CCS (Pension) Rules, 1972 or the corresponding provision in the Central Civil Service Regulations before attaining the age of 55 years in case of erstwhile Gr D Government servants)

[Para 2 of DoPT OM dated 02-08-2022]

- Upper age limit prescribed for a post could be relaxed wherever found to be necessary. The lower age limit should, however, in no case be relaxed below 18 years of age.

[Para 6 B (a) of DoPT OM dated 02-08-2022]

- The appointment on compassionate basis can be made up to a maximum of 5% of vacancies under direct recruitment quota in any group 'C' cadre. As such 07 candidates can be appointed on compassionate basis during the panel year 2025. So far no person has been appointed on compassionate grounds during the panel year 2025.

[Para 7 (b) of DoPT OM dated 02-08-2022]

- Any application for compassionate appointment can be considered without any time limit subject to availability of vacancy and decision taken on merit in each case.

[Para 8 of DoPT OM dated 02-08-2022]

- While applying for appointment under the Scheme for Compassionate Appointment, the applicant shall opt for IA&AD stations of her choice, wherein vacancies are available, including parent station of the deceased employee, in her application for compassionate appointment where she shall be willing to be considered for such appointment.

[Para 3(i) of DoPT OM dated 20-04-2022]

- Para 9(a) of the OM however inter-alia stipulates while considering belated request, it should be kept in view that the concept of compassionate appointment is largely related to the need for immediate assistance to the family of the government servant in order to relieve it from economic distress.
- Examination of such cases would call for a great deal of circumspection. The decision to make appointment on compassionate grounds in such cases may therefore be taken only at the level of the Secretary of the Department concerned/Ministry concerned.
- While considering a request for appointment on compassionate ground a balanced 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).

[Para 18(c) of DoPT OM dated 02-08-2022]

Further, Headquarters Office vide letter No.130-स्टाफहकदारी (नियम)/ए.आर./02-2021 dated 24-08-2022, directed that while taking decision on compassionate appointment the following important principles laid down in this regard in the Supreme Court's judgement dated 04-05-1994 in the case of Umesh Kumar Nagpal vs. State of Haryana should be kept in mind:

- (a) The whole object of granting compassionate appointment is to enable the family to tide over the sudden crisis and to relieve the family of the deceased from financial destitution and to help it get over the emergency.
- (b) Offering compassionate appointment as a matter of course irrespective of the financial condition of the family of the deceased or medically retired Government servant is legally impermissible.
- (c) Neither the qualification of the applicant (dependent family member) nor the post held by the deceased or medically retired Government servant is relevant. If the applicant finds it below his dignity to accept the post offered, he is free to do so. The post is not offered to cater to his status but to see the family through the economic calamity.
- (d) Compassionate appointment cannot be granted after lapse of a reasonable period and it is not a vested right which can be exercised at anytime in future.

The brief of the case of Compassionate appointment being proposed for consideration is as under:

Sr No	Name and designation of the deceased Government Servant	Date of Death	Name of Applicant	Relationship with the Govt servant
1	Late Shri Shiv Shankar Kumar Ex Accountant	21-07-2024	Smt Shuruti Sinha	Wife

Smt Shuruti Sinha , W/o Late Shri Shiv Shankar Kumar, Ex Accountant

Shri Shiv Shankar Kumar, Ex Accountant(DOB 20-01-1991) had served in this office for 05 years 10 months, 24 days.He expired on 21-07-2024.On the date of expiry, the official had a balance service of 27 years, 1 month, 6 days and is survived by his wife, son(10 month old at the time of death) and mother and father. His wife is a house-wife and she is a post-graduate.

I) The Details of the family members are as:

Sr No	Name and age at the time of application	Relation with the deceased Government Servant
1	Smt Shuruti Sinha , 30 years	Wife
2	Master Shashi Shankar Kumar, 14 months	Son
3	Shri Nand Kishor Prasad, 69 years	Father
4	Smt Jai Rani Devi 67 years	Mother

2) Terminal benefits and financial assets of the family

Benefits received by the family			Amount
Family pension(Enhanced FP)			Rs.15,500 upto 21/07/2034
Family Pension (Normal FP).			Rs. 9,300 w.e.f 22/07/2034
Terminal Benefits	NPS	Rs 2,97,373	Rs. 9,69,874
Death cum retirement	Gratuity	Rs.4,90,015	
Leave encashment		Rs. 90,765	
DLIS		Rs. 60,000	
CGEGIS savings fund	Plus	Rs. 30,000 Rs. 1,721	
Life Insurance Corporation			Rs 4,00,000

3) Liabilities: (as per verification report from Welfare unit)

Sr No	Name of liability	Amount	Remarks
1	Personal Loan	20,00,000/-	From individual

4) Residential address in Mumbai:

Late Shri Shiv Shankar Kumar and Smt Shuruti Sinha were residing in Governments quarters at 69/7, 4th Floor, Type-1, Ekta Vihar, CGS Colony, CBD Belapur, Navi Mumbai.

The family was authorized DCRG amount of Rs. 5,69,160/- out of which Rs. 56,916/- is withheld for want of NDC from the Estate Office and Rs.22,229/- has been recovered for overpayment of pay and allowance.

5) Details of Dependents:

- The dependents father in law and mother in law are presently residing at AT Bhuapur, P O- Bhuapur, Barah, District Patna, Pin -803211
- The Officer deputed to visit the dependents at Bhuapur, Patna, interacted with the dependents and with neighbours and stated that the family does not have any regular source of income except pension.
- Copies of Aadhar card, Pan card , Ration card Bank Pass Book and other relevant documents were verified and found in order.
- Residential land at Bhuapur where single storey house is built in 896 sq feet. Agricultural land at Bhuapur village, appx 3 bigha (186 Dismil). Out of which 62 dismil land is fertile and 124 Dismil land barren. (photos enclosed)
- Supporting and relevant documents are enclosed along with the Welfare verification report. As evidence, photos and videos were also captured.
- On verification, it was found that the family of Late Shri Shiv Shankar Kumar is in financial distress and totally dependent on the deceased employees income.

6) Marks awarded as per Model Evaluation system:

The marks awarded as per the model evaluation system issued by Headquarters No. 14 under letter No. 52-स्टाफहकदारी) नियम/(ए.आर./02-2021 dated 20-04-2022:

Sr. No.	Particulars	Full Mark	Marks awarded
1	Family Pension (Normal basic FP)	25	20
2	Terminal benefits (DCRG+LE+CGEGIS+DLIS+NPS)	25	20
3	Dependent children	25	10
4	Other dependent family member	25	10

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Sr. AO/EDP (SG)

5	Immovable property	30	20
6	Job	15	15
7	Service left	20	20
8	Bonus points*	15	15
	Total marks	180	130

*As per Headquarters Office letter dated 20-04-2022, in addition to the points allotted under REVISED EVALUATION SYSTEM, 15 Bonus marks will be allotted to applicant if she (applicant) is widow of the deceased employee.


19/12/25
Deputy Accountant General/Admn