

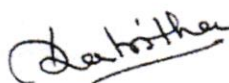
OFFICE OF THE ACCOUNTANT GENERAL (A&E), KERALA,

THIRUVANANTHAPURAM

Proceedings of the Screening Committee for Compassionate Appointment

The Committee consisting of Shri D Anish, Senior Deputy Accountant General (Admin & AMG I), Office of the Accountant General (Audit-II), Kerala, Thiruvananthapuram, Smt. Sabitha Balakrishnan, Senior Deputy Accountant General (Pension&GE), Office of the Accountant General (A&E), Kerala, Thiruvananthapuram and Shri P K Lalu, Senior Deputy Accountant General (AMG-II), Office of the Principal Accountant General (Audit-I), Kerala, met on 09th September, 2024 to consider the cases for compassionate appointment in the Office of the Accountant General (A&E), Kerala.

1. The Committee was informed that as per the Scheme for Compassionate Appointment, 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 has retired on medical grounds thereby leaving the family in penury and without any means of livelihood, to relieve the family of the Government servant concerned from financial destitution and to help the family to get over the emergency. The dependent family member for this purpose mean the spouse/son/daughter of the Government servant or the brother or sister in the case of unmarried Government servant who was totally dependent on the Government servant at the time of his death in harness or retirement on medical grounds as the case may be.
2. The Committee was informed that in the Headquarters Circular No.02/NGE/2006 circulated vide letter No.09/NGE(Disc.)/29-2005/Vol.V dated 09.01.2006 read with Headquarters Circular letter No.162-NGE (Disc.) /29-2008/Vol.III dated 09.03.2009, a monetary criteria had been fixed for compassionate appointment to various cadres based on the total income of the family from all sources including terminal benefits, excluding GPF; Group 'B' :Rs.14 lakh, Group 'C': Rs.9 lakh & Group 'D': Rs.6 lakh. However, as per the instructions contained in Headquarters circular letter dated 09.03.2009 referred to above, the local Head of Department may consider all the cases in terms of parameters prescribed by Government without being restricted by application of monetary limits of terminal benefits etc. received by the family of the Government employee dying in harness or retiring on medical ground and the Heads



of Department would, henceforth, determine eligibility based on monetary criteria (as distinct from a ceiling) amongst other parameters. The monetary criteria would primarily serve as a tool for prioritizing applicants. Its satisfaction would be an important but not a necessary condition for accepting applications for appointments on compassionate ground. All cases where applications are accepted, even if monetary parameters are exceeded, should be justified through a reasoned speaking order, which should meet the test of consistency. The Committee was also informed that no change has been made to the said monetary criteria pursuant to the Central pay Revision 2016.

3. The Committee was informed that as per Headquarters Circular No.34 issued in No.09-Staff Entt. (Rules)/C.A/12-2015 dated 28.09.2016 read with Circular No.14 issued in No.52-Staff Entt.(Rules)/A.R/02-2021 dated 20.04.2022, a revised model evaluation system 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 forwarded for guidance with the instruction that the same may be used by the Departmental Screening Committee to judge the applicants being considered under the scheme for compassionate appointment. It is stated in the said Circular dated 28.09.2016 that awarding marks by conducting interview is not required for appointment on compassionate grounds. In place of interview, personal interaction with the candidate would be conducted; however, no marks in this regard will be awarded. It is further stated in the said Circular that the marks obtained in the evaluation system cannot be the only criteria for recommending a case for appointment on compassionate grounds. The marks in the evaluation system only help the DSC to prima facie judge the applicants being considered under the scheme for compassionate appointment. Ultimately, recommendation or rejection of a case by the DSC should be through a speaking order only. Accordingly, the screening committee should give specific and reasoned recommendations in each case considered by it.

4. The Committee was informed that as per Department of Personnel and Training OM F No.43019/9/2019-Estt(D) dated 23.08.2021 read with OM F.No.14014/1/2022-Estt.(D) dated 02nd August,2022, prior to every meeting of the Committee, the Applicants whose applications are being considered, should be informed through

