

Government of India  
Ministry of Finance  
Department of Expenditure

\*\*\*\*\*

The meeting of the Committee constituted for Compassionate Appointment for recommending suitability of candidates for compassionate appointment in the Department of Expenditure was held on 23.12.2021 at 04 PM in the Chamber of Chairman viz. JS (E.Coord.) to fill up the 05 posts of MTS on compassionate ground.

2. At the outset briefing the Committee, Director (Admn) & Member Secretary gave a brief background and informed that compassionate appointment could not be made by this Department earlier owing to non-filling up of vacancies through direct recruitment in the grade of MTS. In the absence of direct recruitment, this Department was unable to find the quantum of vacancy in the grade of MTS which was required to be kept reserved for compassionate appointment. The Committee was informed that the requisition was sent to SSC for filling up the 103 vacant posts of MTS in the year 2019 on direct recruitment basis. Consequently, 85 candidates have now been sponsored by SSC in the grade of MTS to this Department. The Committee was further informed that as per prevailing guidelines 05 vacancies have been earmarked for filling up on compassionate basis.

3. The Committee was further informed that in pursuance of the procedure, the Department called for applications from eligible candidates. In response 33 applications were received in this Department from the family members of deceased employees. It was also informed that all the deceased employees, whose dependents have applied for compassionate appointment, were holding regular Govt posts. It was also informed that with the approval of Competent Authority, the Department had already formulated a 100 points-scale marking system taking in to consideration economic conditions of deceased family and the applicant [pensionary benefits, pension, income, property, dependent members, etc] which will facilitate objective evaluation of candidates based on information provided by the candidates in their applications.

4. In order to adjudge the suitability of the candidates, the Committee deliberated on the issue of eligibility for consideration for appointment on compassionate ground and related issues. On the basis of existing guidelines and court rulings the Committee noted the following :



### Eligibility

- (i) The family is indigent and deserves immediate assistance for relief from the financial destitute.
- (ii) Applicant for compassionate appointment should be eligible and suitable for the post in all respects under the provisions of the relevant Recruitment Rules.

### Exemptions/Relaxations

- (iii) However, Compassionate appointments are exempted from recruitment procedures, clearance from surplus cell & ban on filling up of posts.
- (iv) Upper age limit and educational and technical qualifications (typing test, etc) could be relaxed.

### Where there is an earning member

- (v) 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 also his liabilities including the fact that he is residing with the family member of the Government Servant.

### Time limit for considering applications for Compassionate appointments

- (vi) Subject to availability of a vacancy and instructions on the subject issued by DoPT and as amended from time to time, any application for compassionate appointment is to be considered without any time limit and decision to be taken on merit in each case.

### Missing Government Servant

- (vii) Cases of missing Government servants are also covered under the scheme for compassionate appointment subject to the following conditions:-
  - (a) A request to grant the benefit of compassionate appointment can be considered only after a lapse of at least 2 years from the date from which the Government servant has been missing, provided that:
    - (i) An FIR to this effect has been lodged with the Police,
    - (ii) The missing person is not traceable, and
    - (iii) The competent authority feels that the case is genuine;



- (b) This benefit will not be applicable to the case of a Government servant:-
- (i) Who had less than two years to retire on the date from which he has been missing; or
  - (ii) Who is suspected to have committed fraud, or suspected to have joined any terrorist organisation or suspected to have gone abroad.
- (c) Compassionate appointment in the case of a missing Government servant also would not be a matter of right as in the case of others and it will be subject to fulfillment of all the conditions, including the availability of vacancy, laid down for such appointment under the scheme;
- (d) While considering such a request, the results of the Police investigation should also be taken into account; and
- (e) A decision on any such request for compassionate appointment should be taken only at the level of the Secretary of the Ministry/Department concerned.

**Court judgments:**

- (a) Only dependents of an employee dying in harness leaving his family in penury and without any means of livelihood can be appointed on compassionate ground,
  - (b) 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 the financial destitution and to help it get over the emergency.
  - (c) Offering compassionate appointment as a matter of course irrespective of the financial conditions of the family of the deceased or medically retired Government servant is legally impermissible.
  - (d) An appointment made many years after the death of the employee or without due consideration of the financial resources available to his/her dependents and the financial deprivation caused to the dependents as a result of his death, simply because the claimant happened to be one of the dependents of the deceased employee would be directly in conflict with Article 14 & 16 of the Constitution and hence, quite bad and illegal. In dealing with cases of compassionate appointment, it is imperative to keep this vital aspect in mind.
5. On the basis of practice being followed in various Ministries/Departments and instructions issued by DoPT, different attributes of the applicants were distributed to a Merit Point Assessment on a 100 point-scale adopted by Department of Expenditure to ensure complete transparency.



6. The Committee evaluated the information available in the documents furnished by the applicants, compilation of information provided by Administration relating to deceased Government Servants. Summary sheets of all the 33 applicants containing points earned by the each applicant, based on the criteria adopted, have been prepared and placed at Appendix. It is observed that the candidates are depended family members of deceases employee pertaining to period as early as May 1996 to November 2020. Since DoPT guidelines provides for considering applications without any time limit, the Committee decided to consider all applicants for the post of Compassionate appointment.

7. The Committee also deliberated on the number of candidates to be recommended for compassionate appointment. Taking in to account the number of vacancies for compassionate appointment i.e 05, the Committee decided that twice the number of vacancies may be considered for compassionate appointment. Accordingly first 10 Candidates in order of ranking in the summary sheet as given below were considered:

Sl.No	Name and father's Name	Points scored
1	Sh. Ankit Kumar S/o Late Sh. Naresh Kumar (Ex-MTS)	67
2	Ms. Shivani D/o Late Sh. Vinod Singh (Ex-Canteen Attendant)	65
3	Ms. Geeta Gupta W/o Late Sh. Anil Kumar Gupta (Ex-MTS)	64
4	Sh. Mannu Vyas S/o Late Shri Raj Kumar (Ex-Peon)	62
5	@Sh. Subhadeep Roy S/o late Sh. Suresh Kumar Roy (Ex-MTS)	59
6	*Sh. Bhanu Prakash Rawat S/oLate Sh. Chatur Singh Rawat (Ex-Bearer)	58
7	*Sh Chetan Chawla S/o Late Shri Dinesh Chawla (Ex-Steno)	58
8	*Sh. Raj Kumar S/o Late Shri Chote Lal (Ex-MTS)	56
9	*Sh.Sagar Kumar Yadav S/o Late Shri Brij Mohan (Ex-MTS)	56
10	#Sh.Pradeep Kumar Meena S/o Ram Avatar Meena (Ex-MTS)	55

@The employee was missing since 28.05.1996 and the pension case had also been processed in r/o the family members after considering all the relevant facts as per prevalent procedure and guidelines in case of missing employee. Further, request of family member Sh. Subhadeep Roy S/o late Sh. Suresh Kumar Roy (Ex-MTS) had already been considered by this Department vide letter No. A-12012/01/2011-Ad.II dated 09.01.2014 for appointment on Compassionate Ground along with other applicants.

\*The Candidates have scored the same points. Therefore the Committee adopted the tie breaking formula for deciding ranking.

#The committee has also noted that the applicants at S.No. 10 viz. Sh. Pradeep Kumar Meena S/o Ram Avatar Meena (Ex-MTS) and at S.No. 11 viz. Sh. Ashish S/o Brahm Prakash has scored tie after getting same points. Therefore, after applying tie breaking formula, Sh. Pradeep Kumar Meena S/o Ram Avatar Meena (Ex-MTS) has been allowed precedence in the ranking and placed at Sl no 10 of the ranking list.

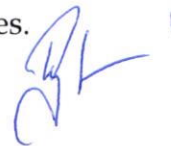
8. The Committee further scrutinized the documents of above noted 10 candidates to ascertain their eligibility on the basis of guidelines and court rulings noted at para 4. On scrutiny of the documents submitted by the above applicants, it was observed that two candidates Ms. Geeta Gupta and Sh. Bhanu Prakash Rawat at S.No.(3) & (6) above, are already engaged in gainful employments in PSU/Private Sector. Therefore, in consonance with the objective of the Compassionate Appointment scheme which entails for grant of appointment on compassionate grounds to a dependent family member of a Government servant who has died while in service, thereby leaving the family in penury and without any means of sustainable livelihood so as to provide relief to the family of the Government servant concerned from financial destitution and to help it get over the emergency and the Court Judgments on this issue, the Committee is of the view that these two candidates may not be considered for offer of employment in the post of MTS.

9. Accordingly taking in to account the relevant guidelines, objective of compassionate appointees and various court rulings, the Committee recommends the following:

(a) The following five candidates may be issued provisional appointment offer to the post of MTS in order of ranking in the list:

- (i) Sh. Ankit Kumar S/o Late Sh. Naresh Kumar- (Ex-MTS)
- (ii) Ms. Shivani D/o Late Sh. Vinod Singh (Ex-Canteen Attendant)
- (iii) Sh. Mannu Vyas S/o Late S. Rajkumar (Ex-Peon)
- (iv) Sh. Subhadeep Roy S/o late Sh. Suresh Kumar Roy (Ex-MTS)
- (iv) Sh. Chetan Chawla S/o Sh. Dinesh Chawla (Ex-Steno)

(b) The offer of appointment on compassionate ground will be subjected to the condition that if anything found incorrect/ misleading in the application form of the applicants, his/her candidature(s) would be withdrawn with immediate effect and submission of the required undertakings by the candidates.




(c) Necessary action may be taken to place the records on the website of this Department in the light of the DoPT's OM No. 43019/9/2019-Estt (D) dated 23.08.2021.

(d) The following applicants from S. No. 8 to 10 at summary sheet may also be kept in the reserve list:

- (i) Rajkumar S/o Late Sh. Chote Lal (Ex-MTS)
- (ii) Sagar Kumar Yadav S/o Late Sh. Brij Mohan (Ex-MTS)
- (iii) Pradeep Kumar Meena S/o Ram Avatar Meena (Ex-MTS)

(e) If any candidate(s) is/are unwilling to join the post due to any reason or anything found incorrect/misleading against these provisionally selected candidates, then provisional offer may be given to reserve list candidates in order of ranking in the summary list.

  
17/3/22  
Shri Ram Gopal  
Deputy Secretary  
Member

  
17/3/22  
Shri B K Manthan  
Deputy Secretary  
Member

  
17/3/22  
Shri Thanglemlian  
Joint Secretary  
Chairman

**Assessment of particulars of Applicants for Compassionate Appointment on the basis of 100 Point Scale Assessment System**

S.No.	Name of applicant Sh/Ms	Name of deceased employee Late Sh/DoD	Education Qualification	1. Family Pension		2. Terminal Benefits		3. No of earning members		4. Number of Immovable Property		5. Leftover service of Deceased		6. Number of Dependents i.e. Mother or Father, Spouse Only		7. Number of Unmarried Daughters		8. Number of Dependents i.e. Minor Children/unmarried major sons (upto 25 years of age)/dependant major son i.e. Physically and Mentally challenged or dependant sisters/brothers of unmarried deceased Government Employee		Total Points allotted	Total points scored
				MP	SP	MP	SP	MP	SP	MP	SP	MP	SP	MP	SP	MP	SP	MP	SP	MP	SP
1	Ankit S/o	Naresh Kumar/01.03.2017	8th	20	16	10	4	10	6	10	10	15	6	10	5	10	10	15	10	100	67
2	Shivani D/o	Vinod Singh/17.02.2020	Post Graduate	20	16	10	8	10	6	10	10	15	5	10	5	10	10	15	5	100	65
3	Geeta Gupta(HH) W/o	Anil Kumar Gupta/01.09.2010	10th	20	20	10	10	10	6	10	10	15	13	10	0	10	0	15	5	100	64
4	Mannu Vyas S/o	Rajkumar/04.11.2008	12th	20	20	10	10	10	6	10	10	15	6	10	5	10	5	15	0	100	62
5	Subhadeep Roy S/o	*Suresh Kumar Roy/29.05.1996	12th	20	20	10	10	10	10	10	10	15	9	10	0	10	0	15	0	100	59
6	Bhanu Prakash Rawat S/o	Chatur Singh Rawat/14.10.2008	Graduate	20	20	10	10	10	3	10	10	15	5	10	10	10	0	15	0	100	58
7	Chetan Chawla S/o	Dinesh Chawla/25.09.2016	Graduate	20	16	10	9	10	6	10	10	15	7	10	5	10	5	15	0	100	58
8	Raj Kumar S/o	Chote Lal/11.01.2009	10th	20	20	10	10	10	10	10	10	15	6	10	0	10	0	15	0	100	56
9	Sagar Kumar Yadav S/o	Brij Mohan/02.12.2018	10th	20	14	10	4	10	6	10	10	15	7	10	5	10	5	15	5	100	56
10	Pradeep Kumar Meena S/o	Ramavatar Meena/02.11.2005	12th	20	20	10	0	10	6	10	10	15	14	10	5	10	0	15	0	100	55
11	Ashish S/o	Brahm Prakash/06.11.1998	Graduate	20	20	10	6	10	10	10	6	15	13	10	0	10	0	15	0	100	55
12	Raj Kumar S/o	Shouqin/02.03.2013	10th	20	16	10	6	10	6	10	10	15	4	10	5	10	0	15	5	100	52
13	Tekchand S/o	Shukh Lal/20.08.2009	Graduate	20	20	10	7	10	6	10	10	15	3	10	5	10	0	15	0	100	51
14	Sanjay Kumar S/o	Harlal/07.01.2008	8th	20	20	10	10	10	6	10	6	15	3	10	5	10	0	15	0	100	50
15	Nitin Kumar S/o	Ram/06.09.2011	8th	20	20	10	8	10	6	10	6	15	5	10	5	10	0	15	0	100	50

Nikas  
17/3/22

G. Shama  
17/3/22

B Bhatt  
17.3.22

17/3/22

17/3/22

17/3/22

17/3

S.No.	Name of applicant Sh/Ms	Name of deceased employee Late Sh/DoD	Education Qualification	1. Family Pension		2. Terminal Benefits		3. No of earning members		4. Number of Immovable Property		5. Leftover service of Deceased		6. Number of Dependents i.e. Mother or Father, Spouse Only		7. Number of Unmarried Daughters		8. Number of Dependents i.e. Minor Children/unmarried major sons (upto 25 years of age)/dependant major son i.e. Physically and Mentally challenged or dependant sisters/brothers of unmarried deceased Government Employee		Total Points allotted	Total points scored
				MP	SP	MP	SP	MP	SP	MP	SP	MP	SP	MP	SP	MP	SP	MP	SP		
16	Deepak Kumar Tiwari S/o	Hariender Tiwari/20.02.2016	Graduate	20	16	10	6	10	6	10	10	15	6	10	5	10	0	15	0	100	49
17	Anil Kumar S/o	Ram/18.07.2007	8th	20	20	10	8	10	3	10	10	15	2	10	5	10	0	15	0	100	48
18	Manish Saini S/o	Bir Singh/25.02.2009	Graduate	20	18	10	6	10	6	10	10	15	3	10	5	10	0	15	0	100	48
19	Kamal Kumar S/o	Suresh Chand/13.07.2010	8th	20	20	10	7	10	3	10	10	15	1	10	5	10	0	15	0	100	46
20	Devanshu Sharma S/o	Navneet Kumar/13.03.2018	12th	20	16	10	9	10	6	10	6	15	4	10	5	10	0	15	0	100	46
21	Aakash S/o	Rajinder/20.12.2017	12th	20	16	10	9	10	3	10	10	15	3	10	0	10	5	15	0	100	46
22	Ravi Kumar S/o	Kailash/04.12.2013	8th	20	20	10	1	10	10	10	10	15	4	10	0	10	0	15	0	100	45
23	Hem Raj S/o	Rev Chand/10.01.2018	10th	20	14	10	6	10	6	10	10	15	2	10	5	10	0	15	0	100	43
24	Arun Kumar S/o	Shankar Rawat/13.12.2015	Post Graduate	20	14	10	0	10	6	10	10	15	1	10	5	10	5	15	0	100	41
25	Jharna	Ram Charan/10.02.2015	12th	20	6	10	0	10	6	10	10	15	8	10	5	10	0	15	5	100	40
26	Anuprakash Rawat S/o	Suresh Chander Rawat/12.01.2010	Graduate	20	18	10	1	10	3	10	10	15	1	10	5	10	0	15	0	100	38
27	Shashi Kant Mishra S/o	G.P. Mishra/25.11.2009	Post Graduate	20	20	10	0	10	6	10	10	15	2	10	0	10	0	15	0	100	38
28	Priyanka Jain W/o	Vipin Kumar Jain/18.05.2021	Graduate	20	6	10	0	10	6	10	10	15	6	10	5	10	0	15	5	100	38
29	Sachin Kumar Taak S/o	Babu Ram/27.01.2004	Graduate	20	20	10	0	10	3	10	6	15	2	10	5	10	0	15	0	100	36
30	Ranjit Singh S/o	Jarnail Singh/26.08.2010	12th	20	14	10	0	10	3	10	10	15	2	10	5	10	0	15	0	100	34
31	Rajendra Singh Negi S/o	Jaman Singh Negi/30.01.2012	12th	20	14	10	0	10	3	10	10	15	1	10	5	10	0	15	0	100	33

V/Kay  
17/3/22

G. Shajma  
17/3/22

J. Bhatt  
17.3.22

J  
17/3/22

P. M.  
17/3/22

R. M.  
17/3/22

P. M.  
17/3/22



S.No.	Name of applicant Sh/Ms	Name of deceased employee Late Sh/DoD	Education Qualificati on	1. Family Pension		2. Terminal Benefits		3. No of earning members		4. Number of Immovable Property		5. Leftover service of Deceased		6. Number of Dependents i.e. Mother or Father, Spouse Only		7. Number of Unmarried Daughters		8. Number of Dependents i.e. Minor Children/unmarried major sons (upto 25 years of age)/dependant major son i.e. Physically and Mentally challenged or dependant sisters/brothers of unmarried deceased Government Employee		Total Points alloted	Total points scored
				MP	SP	MP	SP	MP	SP	MP	SP	MP	SP	MP	SP	MP	SP	MP	SP	MP	SP
32	Deepanshu Kumar Pawar S/o	Sunil Kumar/15.11.2020	Graduate	20	6	10	0	10	3	10	6	15	1	10	5	10	5	15	5	100	31
33	Sangita W/o	Narottam Kumar/23.06.2016	8th	Applicant has died and no other family member is available for consideration of appointment on compassionate ground																	

MP: Maximum Point

SP: Scored Point

DoD: Date of Death

\*Date of Missing

*Vikas*

(ASO)

*[Signature]*  
17/3/22

(Prateek Kumar Singh)  
Dir (Admn.) & Member Secretary

*G. Sharma*

SO (Ad.II)

*[Signature]*  
17/3/22

(Ram Gopal)  
DS (E.III-B)

*[Signature]*

US (Ad.II)

*[Signature]*  
17/3/22

(B.K. Manthan)  
DS (E.III-A)

*[Signature]*  
17/3/22

(Thanglemlian)  
JS (E.Coord.)