

**PROCEEDINGS OF THE DEPARTMENTAL SCREENING COMMITTEE MEETING
HELD ON 04.09.2024 FOR COMPASSIONATE APPOINTMENT IN GROUP "C"
CADRES DURING THE PANEL YEAR 2024 IN THE OFFICES UNDER THE CADRE
CONTROL OF OFFICE OF THE PRINCIPAL ACCOUNTANT GENERAL (AUDIT-I),
MADHYA PRADESH, GWALIOR**

The Departmental Screening Committee nominated by the Accountant General (Audit-I) M.P., Gwalior vide order dated 19.01.2024 consisting of (i) Shri. Deen Dayal Verma , Sr. Deputy Accountant General (AMG V & Admn), O/o the Principal Accountant General (Audit-I) Madhya Pradesh, Gwalior (ii) Shri Sunil Kumar Sharma, Sr. Deputy Accountant General (Admin), office of the Accountant General (Audit-II), Madhya Pradesh, Bhopal and (iii) Shri R. Taraknath, Deputy Accountant General (AMG- IV), O/o the Principal Accountant General (Audit-I) Madhya Pradesh, Gwalior met on 04.09.2024 to consider the cases of spouse/son/daughter of deceased Government Servants for appointment on compassionate grounds in Group 'C'-(Auditor, Clerk and MTS) cadres against the vacancies available in the panel year 2024.

2. The Committee was informed that as per the Government of India, Ministry of Personnel, Public Grievances and Pension (Department of Pension & Training) F.No. 14014/1/2022- Estt. (D) dated 02.08.2022 forwarded vide Headquarters' circular No. 125- Staff Entt. (Rules)/A.R./02-2021 dated 05.08.2022, containing the revised consolidated instructions on the Scheme for Compassionate Appointments under the Central Government, Compassionate appointments can be made upto the maximum of 5% of the vacancies falling under direct recruitment quota in Group 'C' including MTS cadre. It was also informed that as per instructions contained in Government of India, DoPT OM No. 14014/18/2000-Estt.(D) dated 22.6.2001, circulated vide Headquarters office circular No. NGE/36/2001 letter No. 774/N(App.)/24-2001/Vol.V dated 12.07.2001, the Committee should take into account the position regarding availability of vacancies meant for 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.

3. **The Committee was informed that 02 vacancies in Auditor cadre, 00 vacancy in Clerk cadre and 02 vacancies in MTS cadre are available for compassionate appointment for the 2nd DSC in the panel year 2024.** Initially there were 02 vacancies in Auditor cadre, 01 vacancy in Clerk cadre and 03 vacancies in MTS cadre out of which 01 vacancy in MTS cadre was filled by the appointment of Shri Aditya Pratap Singh Bhadoria by the recommendation on 1st meeting of DSC for the panel year 2024. 01 vacancy in Clerk cadre was filled by the appointment of Shri Gaurav Mishra in compliance with headquarters' letter No.- 32 - StaffEntt. (Rules)/C.A./05-2024 Vol-IV dated 27.03.2024.

4. The Committee was informed that following two applications were received: -

i). **Shri Manjeet Hargoud S/o Late Shri Kailash Chandra Hargour**:- An application dated 11.03.2024 was received from Smt. Sharmila Hargour W/o Late Shri Kailash Chandra Hargour for compassionate appointment of her son Shri

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Manjeet Hargoud. According to matriculation certificates the date of birth of Shri Manjeet was 30.09.2006 and would therefore attain the minimum qualification age(18 years) on 30.09.2024 i.e, after the last date of 2nd DSC (15.09.2024).

Applicant was intimated vide this office letter क्रमांक.प्रशा.12/स.3/अनु.नियु./डी-126 dated 22.05.2024 about the same and was informed that a fresh application will be considered as per rule after Shri Manjeet attains necessary age qualification required for compassionate appointment.

Therefore, case of Shri Manjeet Hargoud S/o Late Shri Kailash Chandra Hargour is not to be considered for the 2nd meeting of the DSC in the panel year 2024.

ii). **Mrs Manisha Sharma W/o Late Shri Kapil Dev Sharma** :- Application dated 20.05.2024 was received from Smt. Manisha Sharma W/o Late Shri Kapil Dev Sharma for her compassionate appointment.

Her case is to be considered for the 2nd meeting of the DSC in the panel year 2024

5. The Committee was informed that as per Recruitment Rules for the post of Auditor, Clerk and MTS, the minimum educational qualification required for direct recruits is Graduation in any discipline from any recognized University, 12th pass or equivalent and 10th pass or equivalent from a recognized University or Board, respectively.

6. A statement containing the name of applicant to be considered showing the details of qualification, terminal benefits received, dependents, immovable property, job of dependent family members etc. was submitted to the Committee. The Committee was informed that verification report from Welfare Officer and Revenue Authorities has been received for the case being considered.

7. The Committee has taken into account various instructions laid down by the Government of India in the Scheme for Compassionate Appointment and various instructions issued by HQ office from time to time. While considering the request for appointment on compassionate ground, the Committee assessed applicant on the following parameters:

I. The family is indigent and deserves immediate assistance for relief from financial destitution. To evaluate the financial position of the family, the following parameters were assessed in terms of Headquarters circular Headquarters' circular No. 14 संख्या क्रमांक 52 स्टाफ हकदारी (नियम)/ए.आर/02-2021 दिनांक 20.04.2022 :-

- (a) Normal family pension,
- (b) Terminal benefits received such as DCRG, CGEGIS, DLIS & Leave Encashment,
- (c) Valuation of Immovable property,
- (d) Job in the family & Income from other sources - employed, self-employed or unemployed,
- (e) Remaining length of service of the deceased employee,
- (f) Dependents, particularly, Spouse/ Daughters/ Sons (Major/ Minor)/ any other family members, etc.

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II. Clarifications w.r.t Circular No. 14 dated 20.04.2022 issued vide Headquarters' Circular No. 33 attached along with letter No. 235- Staff Entt. (Rules)/A.R./01-2023 dated 15.11.2023 were also taken into account.

III. Consolidated instructions on compassionate appointment issued vide DoPT O.M. No. 14014/1/2022-Estt. (D) dated 02.08.2022 attached along with Headquarters' circular No. 125- Staff Entt. (Rules)/A.R./02-2021 dated 05.08.2022 were also considered.

IV. Headquarters' letter संख्या-29-स्टाफ हक.(नियम)/सी.ए./05-2024 dated 20.03.2024 was also taken into account.

V. Applicant for compassionate appointment should be eligible and suitable for the post in all respects under the provisions of the relevant Recruitment Rules.

8. The ruling contained in the following judgements were also kept in view while considering cases of compassionate appointment:-

(a) The Supreme Court in its judgement dated April 8, 1993 in the case of Auditor General of India and others vs. G. Ananta Rajeswara Rao [(1994) 1 SCC 192] has held that appointment on grounds of descent clearly violates Article 16(2) of the Constitution; but if the appointment is confined to the son or daughter or widow of the Government servant who died in harness and who needs immediate appointment on grounds of immediate need of assistance in the event of there being no other earning member in the family to supplement the loss of income from the bread winner to relieve the economic distress of the members of the family, it is unexceptionable.

(b) The Supreme Court's judgement dated May 4, 1994 in the case of Umesh Kumar Nagpal vs. State of Haryana and others [JT 1994(3) S.C. 525] has laid down the following important principles in this regard:

(i) 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.

(ii) The posts in Group 'C' and 'D' (formerly Class III and IV) are the lowest posts in non-manual and manual categories and hence they alone can be offered on compassionate grounds and no other post i.e. in the Group 'A' or Group 'B' category is expected or required to be given for this purpose as it is legally impermissible.

(iii) 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.

(iv) 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.

(v) Neither the qualifications 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 not to do so. The post is not offered to cater to his status but to see the family through the economic calamity.

(vi) Compassionate appointment cannot be granted after lapse of a reasonable period and it is not a vested right which can be exercised at any time in future.

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(vii) Compassionate appointment cannot be offered by an individual functionary on an ad-hoc basis.

9. After detailed deliberation and evaluation of the candidate on parameters mentioned in para above, the Committee recommends as below:-

Sl. No.	Name Ms./Smt./Shri	Marks	Findings of the DSC	Recommendation
1.	Manisha Sharma	130	Her husband had more than 12 years' service left. She & her two minor daughters and a minor son are the dependents of Lt. Shri Kapil Dev Sharma. The family has received Rs. 15.82 lakhs as terminal benefits from office. According to the verification report from welfare officer, There is no job in the family to support themselves financially, the family owns no immovable property, they own a Honda Activa (MP 07 SE 6380). Amount of Rs. 600000/- is to be repaid to relatives which was taken as a loan for the treatment of her husband. According to Smt. Manisha Sharma, the family owns no ancestral land. A personal loan amounting to Rs. 615115/- is to be repaid. The verification reports from welfare officer and revenue authority have been received.	Smt. Manisha Sharma is the only adult in the family, who has to look after her two minor daughters and a minor son. Terminal benefits and family pension are not sufficient to tide over the crisis. Hence, she is recommended for the post of MTS

10. The members of the DSC certify that none of their close relatives is being considered by the Committee and they are otherwise also not interested in any of the candidates under consideration.


04/11/24

(R Taraknath)
Dy. Accountant General
(AMG- IV),
O/o the Principal Accountant
General (Audit-I), M.P., Gwalior



(Sunil Kumar Sharma)
Sr. Dy. Accountant General
(Administration)
O/o the Accountant General (Audit-
II), M.P., Bhopal


04/11/24

(Deen Dayal Verma)
Sr. Dy. Accountant General
(AMG-V & Administration),
O/o the Principal Accountant
General (Audit-I), M.P., Gwalior

Annexure-'A'

Sl. No	Name of the Applicant and his/her relationship with Govt. Servant	Family Pension (Normal basic FP)	Terminal Benefits Received (DCRG+IE + CCEGIS+ DLIS)	Dependent children	Other dependent family members	Immovable Property	Job	Service left	Total Marks	Bonus Marks	Gross Total	Remarks
1.	Smt. Manisha Sharma W/o Late Shri Kapil Dev Sharma	15	10	25	00	30	15	20	115	15	130	-
	Maximum/Total Marks	(25)	(25)	(25)	(25)	(30)	(15)	(20)	(165)	(15)	(180)	


04/09/2024

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(Audit-I), M.P., Gwalior


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