

PROCEEDINGS OF THE DEPARTMENTAL SCREENING COMMITTEE MEETING HELD ON 24 SEPTEMBER 2025 FOR COMPASSIONATE APPOINTMENT IN GROUP "C" CADRES DURING THE PANEL YEAR 2025 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 Principal Accountant General (Audit-I) M.P., Gwalior vide order dated 06.06.2025 consisting of (i) Shri Sunil Kumar Sharma, Sr. Deputy Accountant General (Admin), office of The Principal Accountant General (Audit-II), Madhya Pradesh, Bhopal as chairman (ii) Shri Yashwant Kumar, Deputy Accountant General (AMG- IV), O/o the Principal Accountant General (Audit-I) Madhya Pradesh, Gwalior and (iii) Shri Mahesh Prasad Srivastava, Deputy Accountant General (AMG-I/ Admin), O/o the Principal Accountant General (Audit-I) Madhya Pradesh, Gwalior met on 24th September 2025 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 2025.

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' posts. The appointing authority may hold back upto 5% of vacancies in aforesaid categories to be filled by direct recruitment though Staff Selection Commission or otherwise so as to fill such vacancies by appointment on compassionate grounds". It was also informed 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. DoPT circular no. 14014/3/2005-Estt (D) dated 14.06.2006 stipulates that while the existing ceiling of 5% for compassionate appointments may not be modified but the 5% ceiling may be calculated on the basis of total direct recruitment vacancies for Group C and D posts (excluding technical posts) that have arisen in the year.

3. The Committee was informed that 2 vacancies (01 vacancy in Auditor cadre & 01 vacancy in MTS cadre) are available for compassionate appointment in the panel year 2025.

4. The Committee was informed that the following Applications were received till 31.12.2024 to be considered by the First DSC for the Panel year 2025 (As per Headquarters' circular No. 14- क्रमांक 52 स्टाफ हकदारी (नियम)/ए.आर/02-2021 दिनांक 20.04.2022): -

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 Manjeet Hargoud. According to matriculation certificate, the date of birth of Shri Manjeet is 30.09.2006 and did not attain the minimum qualification age(18 years), therefore applicant is 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

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required for compassionate appointment. Smt. Sharmila Hargour has again applied for compassionate appointment of her son vide Application dated 01.10.2024, after Shri Manjeet having attained the necessary qualification age. The case of Shri Manjeet Hargoud S/o Lt. Shri Kailash Chandra Hargour is to be considered by the 1st meeting of DSC for the panel year 2025.

The Committee was informed that as per Recruitment Rules for the post of Auditor, qualification required for direct recruits is

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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-13-स्टाफ हक.(नियम)/सी.ए./1-2023 dated 27.01.2025 was also taken into account.

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

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

10. 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.

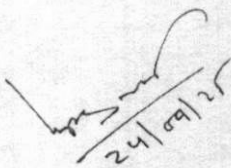
(iii) The whole object of granting compassionate appointment is to enable the family to tide over the sudden crisis and to relieve the family of the deceased from financial destitution and to help it get over the emergency.

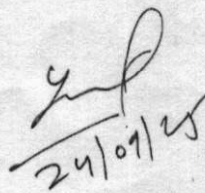
(iv) Offering compassionate appointment as a matter of course irrespective of the financial condition of the family of the deceased or medically retired Government servant is legally impermissible.

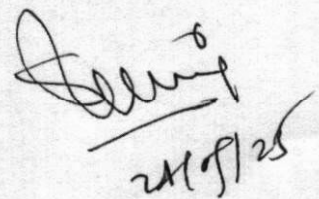
(v) Neither the qualifications of the applicant (dependent family member) nor the post held by the deceased or medically retired Government servant is relevant. If the applicant finds it below his dignity to accept the post offered, he is free not to do so. The post is not offered to cater to his status 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.

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


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

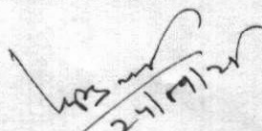
Sl. No.	Name Ms./Smt./Shri	Marks	Findings of the DSC	Recommendation
1.	Manjeet Hargoud	65	<p>Late Shri Kailash Chandra Hargour, an ex-serviceman who joined as MTS in this department on 20/07/2012 and had approximately three years of service remaining at the time of his demise. He has a son and a daughter who is married. The dependents, comprising the applicant (Son) and his mother, received terminal benefits amounting to Rs. 11,65,000 (excluding an NPS corpus of Rs. 6,59,249) from the department. The family owns a 2000 sq.ft. Plot in village borda, tehsil-Jaora, dist.-Ratlam, M.P and a 820 sq.ft. house at 13/13 Raj Royal Enclave, Ujjain, M.P as immovable property. Loan Amount of Rs. 21,00,000/- was taken for the house, of which principal outstanding Rs. 7,87,555/- is yet to be repaid (as on March 2025), after adjusting the insurance amount of Rs.8,54,515/-.</p> <p>Upon noting the deceased's ex-serviceman status, the committee requested details regarding the family pension from military service.</p> <p>The family is receiving dual basic family pension (a) of Rs. 19,950 at enhanced rate till 13th July 2033 and Rs. 11,970 at normal rate thereafter from this office and (b) of Rs. 22,007 at enhance rate till 13th July 2030 and Rs. 13,205 at normal rate thereafter from military services. The Bank balance of dependent family members as on September 2025 is Rs. 30,75,176/-. The statements of bank accounts shows that the family is receiving total family pension of Rs. 69,306/-(including DR) monthly in August 2025. Given the family's financial resources, including bank balance, terminal benefits, and dual family pensions, coupled with the modest liability of an outstanding house loan, and considering the small family size with only the applicant and his mother as dependents, they have sufficient means to sustain, therefore, they are not in a state of penury.</p>	UNFIT

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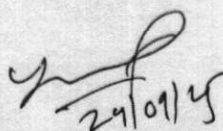
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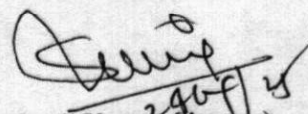
12. The members of the DSC certify that none of their close relatives is being considered by the Committee, and they are otherwise also not interested in any of the candidates under consideration.



(Mahesh Prasad Srivastava)
Dy. Accountant General
(AMG-I & Administration),
O/o the Principal Accountant
General (Audit-I), M.P., Gwalior

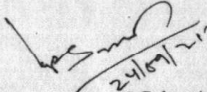


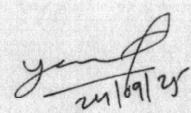
(Yashwant Kumar)
Dy. Accountant General
(AMG- IV),
O/o the Principal Accountant
General (Audit-I), M.P., Gwalior

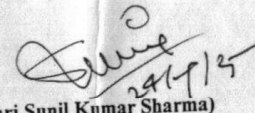


(Sunil Kumar Sharma)
Sr. Dy. Accountant General
(AMG-IV)
O/o the
Principal Accountant General
(Audit-II), M.P., Bhopal

Sl. No	Name of the Applicant and his/her relationship with Govt. Servant	Family Pension (Normal basic FP)	Terminal Benefits Received (DCRG+LE + CGEGIS+ DLIS)	Dependent children	Other dependent family members	Immovable Property	Job	Service left	Total Marks	Bonus Marks	Gross Total	Remarks
Maximum/Total Marks		(25)	(25)	(25)	(25)	(30)	(15)	(20)	(165)	(15)	(180)	
1.	Shri Manjeet Hargoud S/o Late Shri Kailash Chandra Hargour, Senior Auditor	05	20	05	00	10	15	10	65	00	65	-


 (Shri Mahesh Prasad Srivastava)
 Dy. Accountant General
 (AMG-I/AMG-V & Administration),
 O/o the Principal Accountant General
 (Audit-I), M.P., Gwalior


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


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