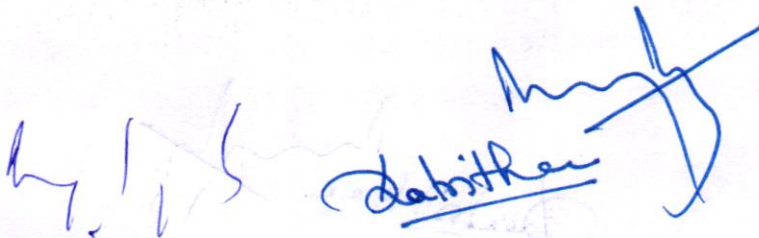


OFFICE OF THE ACCOUNTANT GENERAL (A&E), KERALA,
THIRUVANANTHAPURAM

Proceedings of the Screening Committee for Compassionate Appointment

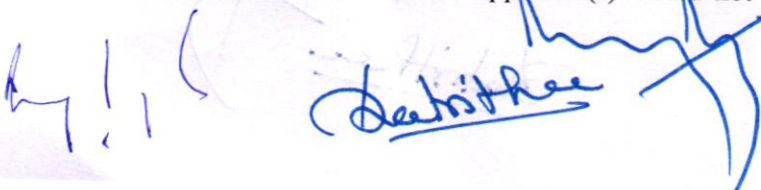
The Committee consisting of Smt. Sabitha Balakrishnan, Senior Deputy Accountant General (Pension), Office of the Accountant General (A&E), Kerala, Thiruvananthapuram, Shri P K Lalu, Senior Deputy Accountant General (AMG-II), Office of the Principal Accountant General (Audit-I), Kerala, Thiruvananthapuram and Shri Beju Joseph, Senior Deputy Accountant General (GE), Office of the Accountant General (A&E), Kerala, Thiruvananthapuram met on 22th April, 2024 to consider the cases for compassionate appointment in the Office of the Accountant General (A&E), Kerala.

2. 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.
3. The Committee was informed that in 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


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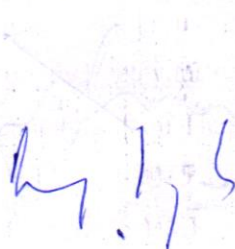
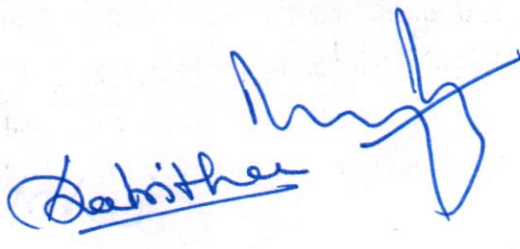
distinct from a ceiling) amongst other parameters. The monetary criteria would primarily serve as a tool for prioritizing applicants. Its satisfaction would be an important but not a necessary condition for accepting applications for appointments on compassionate ground. All cases where applications 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.

4. 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.
5. 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 email or other forms of communication, the number of vacancies in each grade they are being considered and also the date on which the Committee is due to meet to consider their Application. However, the applicant(s) would not be required to have


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any personal interaction, either with the Administration or the Committee and that the Applicants may not be asked to be present during the meeting of the Committee. The Committee was also informed that the information as per DoPT OM dated 23.08.2021 has been communicated to the applicant in time.


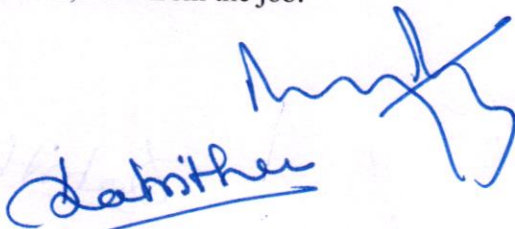
6. Headquarters Office has, vide letter No. 06-staff (App)-II/12-2014/Vol,II dated 23.02.2015, instructed that the Screening Committee has to scrupulously follow the instructions on compassionate appointment issued by the DOPT while considering the cases. Accordingly, while considering the cases before it, the Committee has kept in view the consolidated instructions contained in the Department of Personnel and Training O.M.No.14014/02/2012-Estt (D) dated 16.01.2013 and OM No.43019/2019-Estt (D) dated 23.08.2021 read with OM F.No.14014/1/2022-Estt.(D) dated 02nd August, 2022 and the orders/instructions issued by the DOPT as well as by the Headquarters office from time to time.
7. The committee was informed that total of 09 (Nine) vacancies (03 in Accountant cadre + 01 in Clerk cadre + 05 in MTS cadre = 09) have been earmarked for compassionate appointment during the panel year 2024, out of which no vacancy has been utilized during the panel year 2024. The Committee was also informed that there is only one application of Shri Adarsh Abhilash S/o Late Abhilash V B, a deceased employee of this office for consideration by the 1st DSC (Departmental Screening Committee) for the year 2024 for appointment on compassionate basis in this office.
8. The Committee perused the application, verification report of the Welfare Officer as well as other relevant records in respect of the applicant and evaluation sheet of the applicant based on Headquarters office 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.
9. The Committee considered the application dated 23.11.2023 of Shri Adarsh Abhilash, married son of late Abhilash V B, Senior Accountant, Branch Office, Thrissur who expired while in service on 23.09.2023. The Committee was informed that as per OM F No.14014/02/2012-Estt.(D) dated 05th September 2016 issued by the Department of Personnel & Training, Government of India, the clarification with regard to married son as stipulated in FAQ No.13 in OM of even number dated 30.05.2013 and FAQ No 60 of even number dated 25.02.2015 has been reviewed and it has been decided that married son can be considered for compassionate appointment, if he is otherwise fulfills all the other requirements of the Scheme i.e. he is otherwise eligible and

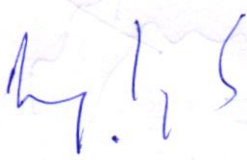
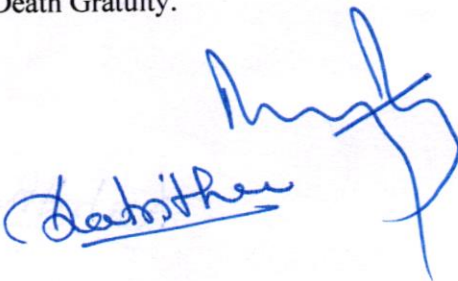
fulfills the criteria laid down in this Department's OM dated 16th January 2013. It has further been stated in the said OM dated 05.09.2016 that FAQ No.13 dated 30.05.2013 and FAQ No.60 dated 25.02.2015 stands withdrawn from the date of their issue.

The Committee, on its perusal of the reports dated 14.03.2024 & 15.04.2024 submitted by the Sr. Accounts Officer (Welfare) and other records submitted before it by Administration, noted the following:

- i. Shri Abhilash V B ,Senior Accountant commenced his service on 11.11.1992. At the time of his death, he had a total qualifying service of 30 years-05 months-08 days and had a remaining service of 05-years 07-months 07-days until superannuation. The deceased Government servant belonged to Group 'B' non-gazetted category.
- ii. Late Abhilash V B, Senior Accountant is survived by his wife, Smt Ambika T C (54 years), son Shri. Adarsh Abhilash, (28 years) and elder daughter Smt Reshma Abhilash (30 years). Wife Smt. Ambika T C is unemployed and is suffering from Chronic renal/Parenchymal disease along with Type 2 Diabetes Mellitus, Dyslipidemia, Hypertension, Diabetic Nephropathy. Both son and daughter are married. Daughter Smt. Reshma Abhilash is staying with her husband in Thiruvananthapuram. Both Smt Ambika T C, W/o Late Abhilash V B and Smt Reshma Abhilash, D/o Late Abhilash V B have given written consent to give compassionate appointment to the applicant Shri Adarsh Abhilash.
- iii. The applicant Shri Adarsh Abhilash, has passed Bachelor of Computer Application in June 2017. The applicant has no permanent job. He is presently working as a cab driver in a company named 'Taxi in Thrissur'. As stated by the said company, his salary is based on trips that he undertakes as per his convenience. The applicant has informed that he is getting a monthly remuneration of around Rs.10,000/- from the job.


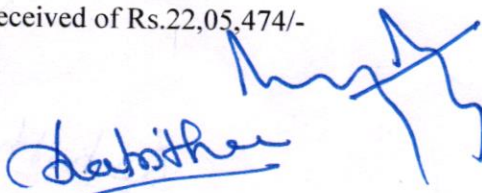



- iv. The applicant Shri Adarsh Abhilash is now residing with his wife and mother in single storied small clay tiled roofed house with his uncle and family, who is the owner of that house.
- v. There is a landed property in Kizhakkumuri Village of Thrissur in Survey No.385/2-1, measuring 5.5 cents with a single storied partially constructed house measuring approximately 1000 Sq.Ft in the name of the applicant Shri Adarsh Abhilash. A Liability of Rs.34,96,487/- is outstanding against the Housing Loan of Rs. 24,62,010/- availed from M/s.Bajaj Finserv by Late Abhilash V B for construction of the house. Shri Adarsh Abhilash is a co-borrower of the said housing loan. The committee noted that a Notice dated 22.07.2021 was served by Bajaj Finserv under Section 13 (2) of the Securitization and Reconstruction of Financial Assets and Enforcement of Security Interest Act 2002. The said loan has been taken over by M/s.Edelweiss an Asset Reconstruction Group on 27.09.2021. Another Liability of Rs.1,82,537.99 is outstanding against a further Housing Loan of Rs.1,00,000/- availed from M/s.Bajaj Finserv, which has also been taken over by M/s. Edelweiss.
- vi. The committee is informed that the dependants of Late Abhilash V B have no immovable property other than the above.
- vii. Smt. Ambika T C, W/o late Abhilash V B is getting enhanced family pension at the rate of Rs.26,800/- p.m plus admissble DR with effect from 24.09.2023. The eligible rate of normal family pension is Rs.16,080/- p.m plus admissible DR with effect from 24.09.2033. She has also been sanctioned Rs.21,05,474 /- (Death Gratuity Rs.20,00,000/- + CGEGIS Rs.1,01,557/- + Terminal Surrender Rs.3,917/-) as terminal service benefits.
- viii. The family has received insurance amount Rs.1,00,000/-from the LIC policy as declared by the applicant.
- ix. Total Government liability amounting to Rs.75,414/- (Outstanding PCA Rs.43270/- + Recovery of excess pay and allowance drawn Rs.32144/-) has been recovered from Death Gratuity.

- x. Other liability as intimated by AG's Office Employees Co-operative Credit Society LTD No.R341, Thrissur is Rs.6,20,103/-
- xi. An amount of Rs.2,06,009/- is overdue as on 11.03.2024 in the personal Loan of Rs.2,26,000/- availed by Late Abhilash V B from the Axis Bank, Thrissur ASC Branch.
10. The Committee carefully considered the application of Shri Adarsh Abhilash based on the documents placed before it. The statement showing the marks awarded as per the revised evaluation system for shortlisting applications for appointment on compassionate ground is appended as Annexure I. After detailed deliberations and careful consideration of all the facts, the Committee found the case of Shri Adarsh Abhilash, married son of late Abhilash V B, Senior Accountant who expired while in service on 23.09.2023, as a deserving case for appointment under the Scheme for Compassionate Appointment on the following grounds:

- i. The only source of regular income of the family is the enhanced family pension at the rate of Rs.26,800/- p.m Plus admissible DR with effect from 24.09.2023. The family pension will be reduced to the normal rate of Rs.16,080/- p.m plus admissible DR with effect from 24.09.2033.
- ii. The family of the deceased has no home of their own. The applicant with his wife and mother is residing in a house owned by the maternal Uncle of the applicant. Though the applicant owns a land of 5.5 cents and a house constructed thereon which is only partially complete, it is under threat of attachment by M/s. Edelweiss, an asset reconstruction group, due to non-repayment of the housing loan.
- iii. The reported liabilities are Rs.34,96,487/- (Housing Loan)+ Rs.1,82,537.99 (Housing Loan)+ Rs.75,414/- (Total Government liability)+ Rs.6,20,103/- (AG's Office Employees Co-operative Credit Society)+ Rs.2,06,009/- (Personal Loan, Axis Bank) totalling to Rs.45,80,550.99, against the terminal/other benefits received of Rs.22,05,474/-

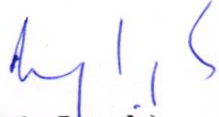
 

- iv. None of the dependents of Late Abhilash V B has a permanent job. The family solely depends on the Family pension and the meager income earned by Shri Adarsh Abhilash by working as a Cab Driver. The family needs a regular income through a job to tide over the urgent crisis of accumulating financial liability.
- v. The need-cum-economic status of the family of the deceased employee as reflected under different parameters prescribed by Headquarters Office as per 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.

11. The Committee, therefore, recommends the name of Shri Adarsh Abhilash, S/o late Abhilash V B, Senior Accountant, Branch Office Thrissur for appointment under the Scheme for Compassionate Appointment.

12. The Committee also recommends that considering his educational qualification (BCA), Shri Adarsh Abhilash may be considered for appointment to the post of Accountant against an available vacancy.

13. The Committee hereby certifies that none of their close relatives is being considered by the Departmental Screening Committee constituted for the purpose of considering the application for appointment under compassionate ground in the Office of the Accountant General (A&E), Kerala and that otherwise also they are not interested in any particular candidate.



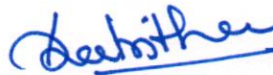
(Beju Joseph)

Senior Deputy Accountant General (GE)
Office of the Accountant General (A&E)
Kerala, Thiruvananthapuram



(P K Lulu)

Senior Deputy Accountant General (AMG-II)
Office of the Principal Accountant General (Audit-
I), Kerala, Thiruvananthapuram



(Sabitha Balakrishnan)

Senior Deputy Accountant General (Pension)
Office of the Accountant General (A&E)
Kerala, Thiruvananthapuram

Annexure I

**Revised Evaluation System for shortlisting application for appointment
on compassionate ground**

(Where the government servant died/retired on medical grounds on or after 01.01.2016)

Shri Adarsh Abhilash, son of late Abhilash V B, Senior Accountant

Total Marks 165

Sl No	Particulars	Maximum Marks	Range	Marks to be provided	Marks awarded
i.	Family pension Rs. 16,080/- PM (Normal basic FP)	25	Upto Rs.9,000/-	25	10
			Rs.9,001/- to Rs.12,000/-	20	
			Rs.12,001/- to Rs.16,000/-	15	
			Rs.16,001/- to Rs.20,000/-	10	
			Rs.20,001/- and above	05	
ii.	Terminal Benefits (DCRG+LE+CGE GIS+DLIS) 2000000 +3917+101557 =21,05,474	25	Upto Rs.9,00,000/-	25	05
			Rs.9,00,001/- to Rs.12,00,000/-	20	
			Rs.12,00,001/- to Rs.15,00,000/-	15	
			Rs.15,00,001/- to Rs.18,00,000/-	10	
			Rs.18,00,001/- and above	05	
iii.	Dependent children of the deceased employee at the time of his/her death	25	Minor child per member	10	05
			Each major son	05	
			Each major daughter	10	
			Subject to maximum of	25	
iv.	Other dependent family members of the deceased employee at the time of his/her death	25	Parents of deceased Govt.servant	05 marks each	00
			Brother of deceased Govt.servant	05	
			Sister of deceased Govt. servant	10	
			Subject to a maximum of	25	

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Adarsh

v.	Immovable property Rs 25,00,000/-	30	Nil	30	15
			Upto Rs 10,00,000	25	
			Upto Rs 10,00,001 to Rs 20,00,000	20	
			Upto Rs 20,00,001 to Rs 30,00,000	15	
			Upto Rs 30,00,001 to Rs 40,00,001	10	
			Rs 40,00,001 and above	05	
vi.	Job	15	No job in family	15	15
			Job in family	00	
vii.	Service left	20	Less than 02 years	05	15
			02 years to less than 05 years	10	
			05 years to less than 10 years	15	
			10 years and above	20	
Total marks		165			65
In addition to the points allotted under REVISED EVALUATION SYSTEM, 15 Bonus marks will be allotted to the applicant if she is widow of the deceased employee and 15 Bonus marks will be allotted if he/she is an orphaned child.					NA

(Beju Joseph)

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(P.K.Lalu)

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