I/1705066/2024

भारत सरकार GOVERNMENT OF INDIA
वित्त मंत्रालय MINISTRY OF FINANCE
राजस्व विभाग DEPARTMENT OF REVENUE
केन्द्रीय अप्रत्यक्ष कर और सीमा शुल्क बोर्ड
CENTRAL BOARD OF INDIRECT TAXES AND CUSTOMS
आयुक्त का कार्यालय OFFICE OF THE COMMISSIONER
केन्द्रीय कर एवं केन्द्रीय उत्पाद शुल्क CENTRAL TAX & CENTRAL EXCISE
केन्द्रीय राजस्व भवन, CENTRAL REVENUE BUILDING
आई. एस. प्रेस रोड, कोच्चि, I.S. PRESS ROAD, KOCHI-682 018
E-mail: cexcochi@nic.in Fax: 0484-2390608 Phone: 0484-2390404

GEXCOM/II/(3)/63/2021-ESTT **Date: 24.01.2024**

Sub: Minutes of the meeting of the Committee constituted for considering the applications for appointment on compassionate grounds – Reg.

Please find enclosed copies of the minutes of the meeting of the Committee held on 12.12.2023 and 04.01.2024 for considering the applications for appointment on compassionate grounds. The same may be uploaded on the website of Kochi Commissionerate.

Encl: As above.

Signed by
Bindu C T
Date: 25-01-2024 12:52:44

[C.T. Bindu]
Deputy Commissioner [P&V]

To

The Superintendent (Systems),
Central Tax and Central Excise,
Hqrs. Kochi.

MINUTES OF THE MEETING OF THE COMMITTEE CONSTITUTED FOR CONSIDERING COMPASSIONATE APPOINTMENT HELD ON 04.01.2024.

A meeting of the Committee constituted for considering the applications for appointment on compassionate grounds was held on 04.01.2024 in the chamber of the Additional Commissioner of Central Tax and Central Excise, Hqrs. Office, C.R. Building, I.S. Press Road, Kochi.

Members of the Committee

1. Smt. Rani C.R., Chairperson
   Additional Commissioner,
   Central Tax & Central Excise, Kochi.

2. Shri. Shaji John, Member
   Joint Commissioner,
   Central Tax & Central Excise, Kochi.

3. Smt. Gayathri P.G., Member
   Joint Commissioner,
   O/o the Chief Commissioner of Central Tax,
   Central Excise & Customs, Thiruvananthapuram Zone.

2. As informed in the last meeting held on 12.12.2023, the Committee observed that 11 vacancies are available for considering Compassionate appointments against 5% of DR quota vacancies in Group 'C' post, the details of which are given below:

Sl. No.	Grade	Year						Total
		2018	2019	2020	2021	2022	2023	
1.	Tax Assistant	0	0	0	0	0	2	**2**
2.	Havaldar	1	1	1	0	1	4	**8**
3.	Stenographer Grade-II or MTS	0	0	0	0	0	1	**1***

* The Committee noted that the DR vacancies in the grades of Stenographer Grade-II and MTS for the year 2023 are less than 20. As per the instructions for calculating the compassionate quota vacancies, "Group 'C' posts in which there are less than 20 direct recruitment vacancies in a recruitment year may be grouped together and out of the total number of vacancies 5% may be filled on compassionate grounds subject to the condition that appointment on compassionate grounds in any such post should not exceed one." Hence, vacancies in the grades of Stenographer Grade-II and MTS are grouped together for determining 5% DR quota for compassionate appointment. The total DR vacancies available in the grades of Stenographer Grade-II and MTS for the year

2023 were 15. Therefore, compassionate quota vacancies = 5 % of 15 = 0.75 = approximately 1.

3. The committee was informed that as per the Recruitment Rules, the age, educational and other qualification prescribed for the posts of Tax Assistant, Stenographer Grade-II, Havaldar, and Multi-Tasking Staff are as given below:

A. For the post of Tax Assistant:

1.	Age	:	Between 18 and 27 years of age.
2.	Educational and other qualifications	:	(i) Bachelor's Degree from a recognized University or equivalent; and (ii) Possess a speed of not less than 8000 key depressions per hour for data entry work.

B. For the post of Stenographer Grade-II:

1.	Age	:	Between 18 and 27 years of age.
2.	Educational and other qualification	:	(i) 12th class pass or equivalent from a recognised Board or University. (ii) Skill Test Norms. Dictation: 10 minutes @ 80 words per minute. Transcription: 50 minutes (English)/ 65 minutes (Hindi) [On Computer].

C. For the post of Havaldar:

1.	Age	:	Between 18 and 27 years of age.
2.	Educational and other qualification	:	(i) Matriculation or equivalent from any recognised Board
3.	Physical Standard (minimum)	:	<u>For male candidates</u> Height - 157.5 Cms (Relaxable by 5 Cms in the case of Garhwalis, Assamese, Gorkhas and members of the Scheduled Tribes) Chest - 81 Cms (Fully expanded with a minimum expansion of 5 Cms) <u>For female candidates</u> Height – 152 Cms, Weight – 48 Kgs. Height relaxable by 2.5 Cms and weight by 2 kgs in case of Garhwalis, Assamese, Gorkhas

			and members of the Scheduled Tribes.
4.	Physical test	:	For male candidates Walking - 1600 Meters in 15 minutes. For female candidates Walking - 1 km in 20 minutes.

D. For the post of Multi-Tasking Staff:

1.	Age	:	Between 18 and 27 years of age.
2.	Educational and other qualification	:	(i) Matriculation or equivalent pass from a recognised Board or Institution.

4. The Committee noted that as the last compassionate appointment was made in the year 2018, the applications for compassionate appointment considered by the Committee held on 12.12.2023 included the cases pending from the year 2018 and the fresh cases received upto the year 2023. There were a total of 71 applications to be considered for appointment on compassionate grounds. In the meeting held on 12.12.2023, the Committee decided not to consider the cases of 12 out of 71 applicants for appointment on compassionate grounds as they did not furnish their updated applications despite being given two reminders. The cases of 6 applicants for compassionate appointment were rejected on various grounds. The cases of the remaining 53 applicants were considered for compassionate appointment.

5. The Committee was informed that in terms of DoP&T's master circular on Scheme of Compassionate Appointment issued vide O.M. F.No. 14014/01/2022-Estt.(D) dated 02.08.2022, upper age limit could be relaxed wherever found to be necessary. The lower age limit should, however, in no case be relaxed below 18 years of age. Further, age eligibility shall be determined with reference to the date of application and not the date of appointment. Authority competent to take a final decision for making compassionate appointment in a case shall be competent to grant relaxation of upper age limit also for making such appointment.

6. The committee was further informed that Shri. A.V. Anil Kumar, in his application dated 24.01.2023, claimed his qualification as BCA instead of Certificate in Windows based Office Applications course. On verification of the documents supporting his educational qualifications, he clarified in his letter dated 01.01.2024 that due to haste in filling up the application, he inadvertently stated his qualification as BCA without understanding it as only a Certificate Course and without understanding its equivalency to a degree course, there by appeared to have made a claim for holding a Degree Certificate. Hence, he has submitted that his actual qualification is only a Certificate course in Windows based Office application after his 10th Std. The Committee noted that out of 11 (eleven) applicants identified for appointment on compassionate grounds, subject to their eligibility and suitability for the post in all respects under the provisions

of the relevant Recruitment Rules by the Committee in the meeting held on 12.12.2023, 1 (one) applicant possesses postgraduate degree, 1 (one) applicant possesses undergraduate degree, 6 (six) applicants have passed the 12th class or equivalent, and 3 (three) applicants have passed the 10th class or equivalent, the details are given below:

Sl. No.	Name of applicant S/Shri./Smt./Kum.	Date of birth	Educational qualification
1.	Reshma C.B.	16.04.1988	VHSE
2.	Sujila K.P.	22.05.1987	SSLC, ITI
3.	Sajith C.S.	21.12.1988	Plus Two, ITI
4.	Jishnu K.	04.05.1998	Plus Two, ITI
5.	Jeena Janet	07.08.1996	B.Com.
6.	C.P. Pranav	31.05.1997	M.Com.
7.	Vineetha T.V.	01.03.1979	Plus Two
8.	Sunil Kumar C.P.	14.05.1978	SSLC
9.	Santhosh S.	25.05.1984	Plus Two
10.	A.V. Anil Kumar	31.05.1983	SSLC
11.	Rahul V.S.	27.02.1988	Plus Two

7. The Committee noted that 2 (two) applicants (mentioned at Sl. Nos. 5 and 6 in para 6 above), who possess graduation, attended the data entry speed test prescribed for the post of Tax Assistant on 01.01.2024. Both of them passed the data entry speed test conducted by the Government Commercial Institute, Kaloor.

8. Further, all the applicants mentioned in para 6 above attended the physical test prescribed for the post of Havaldar on 01.01.2024 and they passed the physical test.

9. The Committee noted that Group 'C' posts in which there are less than 20 direct recruitment vacancies in a recruitment year may be grouped together and out of the total number of vacancies 5% may be filled on compassionate grounds subject to the condition that appointment on compassionate grounds in any such post should not exceed one. Hence, vacancies in the grades of Stenographer Grade-II and Multi-Tasking Staff (MTS) for the year 2023 were grouped together for determining 5% DR quota for compassionate appointment subject to the condition that appointment on compassionate grounds in any such post should not exceed one. In the last meeting held on 12.12.2023, the Committee decided that if the applicants recommended by the Committee fail in the skill test for the post of Stenographer Grade-II, the post of Multi-Tasking Staff (MTS) would be filled by appointment on compassionate grounds. The Committee noted that the applicants mentioned in para 6 above did not attend the skill test prescribed for

the post of Stenographer Grade-II, voluntarily. Therefore, the Committee decided to fill up the post of Multi-Tasking Staff (MTS) by appointment on compassionate grounds.

10. Based on the merit points awarded by the Committee held on 12.12.2023, educational qualification prescribed for the post, and results of the data entry speed test and physical test conducted on 01.01.2024 and the discussion supra, the Committee has decided to recommend the following applicants for appointment on compassionate grounds to the posts mentioned against their names:

Sl. No.	Name of the applicant S/Shri./Smt./ Kum.	Date of birth	Points awarded by the Committee held on 12.12.2023	Recommended Post	Remarks
1.	Reshma C.B.	16.04.1988	80	Havaldar	Subject to approval of relaxation of upper age limit by the Competent authority.
2.	Sujila K.P.	22.05.1987	63	Havaldar	Subject to approval of relaxation of upper age limit by the Competent authority and also subject to approval of the Ministry.
3.	Sajith C.S.	21.12.1988	59	Havaldar	
4.	Jishnu K.	04.05.1998	59	Havaldar	
5.	Jeena Janet	07.08.1996	59	Tax Assistant	
6.	C.P. Pranav	31.05.1997	54	Tax Assistant	
7.	Vineetha T.V.	01.03.1979	54	Havaldar	Subject to approval of relaxation of upper age limit by the Competent

					authority.
8.	Sunil Kumar C.P.	14.05.1978	53	Havaldar	
9.	Santhosh S.	25.05.1984	49	Havaldar	
10.	A.V. Anil Kumar	31.05.1983	46	Havaldar	Subject to approval of relaxation of upper age limit by the Competent authority.
11.	Rahul V.S.	27.02.1988	44	Multi-Tasking Staff	

11. As per DoP&T's master circular on Scheme of Compassionate Appointment issued vide O.M. F.No. 14014/01/2022-Estt.(D) dated 02.08.2022, the cases of missing Government servants are also covered under the scheme for compassionate appointment subject to the condition that a decision on any such request for compassionate appointment should be taken only at the level of the Secretary of the Ministry/Department concerned. Therefore, the case of the applicant mentioned at Sl. No. 2 in para 10 above, who is the sister of the missing government servant, has to be referred to the Ministry of Finance, New Delhi.

04/01/2024

(RANI C.R.)
CHAIRPERSON

04/01/2024

(SHAJI JOHN)
MEMBER

04/01/2024

(GAYATHRI P.G.)
MEMBER

MINUTES OF THE MEETING OF THE COMMITTEE CONSTITUTED FOR CONSIDERING COMPASSIONATE APPOINTMENT HELD ON 12.12.2023.

A meeting of the Committee constituted for considering the applications for appointment on compassionate grounds was held on 12.12.2023 in the chamber of the Additional Commissioner of Central Tax and Central Excise, Hqrs. Office, C.R. Building, I.S. Press Road, Kochi.

Members of the Committee

1. Smt. Rani C.R., Chairman
   Additional Commissioner,
   Central Tax & Central Excise, Kochi.

2. Shri. Shaji John, Member
   Joint Commissioner,
   Central Tax & Central Excise, Kochi.

3. Smt. Gayathri P.G., Member
   Joint Commissioner,
   O/o the Chief Commissioner of Central Tax,
   Central Excise & Customs, Thiruvananthapuram Zone.

2. The appointments on compassionate grounds against Group 'C' posts in Central Government are regulated in terms of the provisions of "Scheme for Compassionate Appointment under Central Government" issued under Department of Personnel & Training O.M. No. 14014/6/1994 Estt.(D) dated 09.10.1998, as amended from time to time and master circular on Scheme of Compassionate Appointment issued vide DoP&T's O.M. F.No. 14014/01/2022-Estt.(D) dated 02.08.2022, and DoP&T's instructions contained in O.M. No.43019/9/2019-Estt(D) dated 23.08.2021 and DoP&T's compilation of FAQ issued vide No. 14014/02/2012-Estt(D) dated 30.05.2013 and 05.09.2016.

3. The objective of the Scheme is to grant appointment on compassionate grounds to a dependent family member of a Government servant who has died while in service or who is retired on medical grounds before attaining the age of 55 years (57 years for erstwhile Group 'D' employees), 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. Cases of missing Government servants are also covered under the scheme for compassionate appointment subject to the conditions that 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;

4. Compassionate appointments can be made upto a maximum of 5% of vacancies falling under direct recruitment quota in any Group 'C' post. The Committee constituted for considering a request for appointment on compassionate grounds should limit its recommendation to 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, that too within the ceiling of 5% of vacancies falling under DR quota in Group 'C' posts.

5. Ministries/Departments can consider requests for compassionate appointment even where the death or retirement on medical grounds of a Government servant took place long back, say five years or so. While considering such belated requests it should, however, be kept in view that the concept of compassionate appointment is largely related to the need for immediate assistance to the family of the Government servant in order to relieve it from economic distress. The very fact that the family has been able to manage somehow all these years should normally be taken as adequate proof that the family had some dependable means of subsistence.

6. Following factors are to be mandatorily taken into consideration for making compassionate appointments:

a) The family is indigent and deserves immediate assistance for relief from financial destitution; and

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

7. The present Committee was informed that the last appointment on compassionate grounds were made on the basis of the recommendation of the meetings of the Committee held on 24.10.2018, 30.10.2018 & 09.11.2018.

8. The Committee was further informed that the case of Smt. Veena Madhavan K., a candidate recommended by the Committee held on 09.11.2018 for appointment on compassionate grounds to the post of Havaldar for the year 2018, had been referred to the Ministry for concurrence as the decision to make appointment on compassionate grounds in cases where the death or retirement on medical grounds of a Government servant took place long back, may be taken only at the level of the Secretary of the Department/Ministry concerned as per para 9 of DoP&T's O.M. F.No. 14014/02/2012-Estt.(D) dated 16.01.2013. Ministry rejected her case for appointment on compassionate grounds. Hence, this single vacancy in the grade of Havaldar has been carried forward to subsequent years.

9. The Committee was informed that 11 vacancies (including 1 vacancy mentioned in para 8 above) are available for considering Compassionate appointments against 5% of DR quota vacancies in Group 'C' post, the details of which are given below:

Sl. No.	Grade	Year						Total
		2018	2019	2020	2021	2022	2023	
1.	Tax Assistant	0	0	0	0	0	2	**2**
2.	Havaldar	1	1	1	0	1	4	**8**
3.	Stenographer Grade-II or MTS	0	0	0	0	0	1	**1***

* The Committee noted that the DR vacancies in the grades of Stenographer Grade-II and MTS for the year 2023 are less than 20. As per the instructions for calculating the compassionate quota vacancies, "Group 'C' posts in which there are less than 20 direct recruitment vacancies in a recruitment year may be grouped together and out of the total number of vacancies 5% may be filled on compassionate grounds subject to the condition that appointment on compassionate grounds in any such post should not exceed one." Hence, vacancies in the grades of Stenographer Grade-II and MTS are grouped together for determining 5% DR quota for compassionate appointment. The total DR vacancies available in the grades of Stenographer Grade-II and MTS for the year 2023 are 15. Therefore, compassionate quota vacancies = 5 % of 15 = 0.75 = approximately 1. Thus, one vacancy is available in the grade of Stenographer Grade-II for considering compassionate appointment subject to the eligibility of the candidates as per the relevant Recruitment Rules. However, the Committee decided that if the candidates recommended by the Committee fail in the skill test for the post of Stenographer Grade-II, the post of Multi-Tasking Staff (MTS) will be filled by appointment on compassionate grounds.

10. The Committee was informed that it has been decided to implement the following judgments of the Hon'ble High Court of Kerala and the Hon'ble CAT, Ernakulam Bench.

1. Judgment dated 28.03.2022 in OP (CAT) No. 53 of 2021 against the order dated 12.07.2021 in OA No. 680/2019 filed by Shri. V. Prajith before the Hon'ble CAT, Ernakulam Bench.

   As per the directions of the Hon'ble High Court of Kerala in its common judgment dated 13.08.2018 in OP (CAT) Nos. 107, 124 & 125 of 2018, Shri. V. Prajith was considered for compassionate appointment by the Committee held on 24.10.2018, 30.10.2018 & 09.11.2018, but he was not recommended by the Committee.

   Aggrieved, he filed OA No. 680/2019 before the Hon'ble CAT, Ernakulam Bench. The Hon'ble CAT dismissed the OA on 12.07.2021. He filed OP

(CAT) No. 53 of 2021 before the Hon'ble High Court of Kerala against the order dated 12.07.2021 of the Hon'ble CAT, Ernakulam Bench. The Hon'ble High Court of Kerala in para 12 of its judgment dated 28.03.2022 in OP (CAT) No. 53 of 2021 has observed that "*the learned ASGI appearing for the respondents would submit that as per the governing norms issued by the Union Government, rejected candidates in cases where it is not feasible for the Department to give compassionate appointment to the claimants concerned on the basis of the limited number of vacancies for the relevant period and also going by the merit position etc., then the cases of such candidates who could not be given compassionate appointment will be considered for the next selection period along with fresh claimants and based on the norms. We record the above said submission made on behalf of the respondent Union Authorities.*" In accordance with the directions of the Hon'ble High Court of Kerala in OP (CAT) No. 53 of 2021, the case of Shri. V. Prajith has to be considered by the present Committee.

2. Order dated 04.01.2023 in OA No. 849/2018 filed by Shri. Ragesh Sasidharan before the Hon'ble CAT, Ernakulam Bench.

   Shri. V. Sasidharan, while working as Head Havaldar, expired on 26.04.2013. The case of Shri. Ragesh Sasidharan, S/o Late Shri. V. Sasidharan, Head Havaldar was considered by the Committee held on 05.11.2014, 13.11.2014, 14.11.2014, 18.11.2014 and 19.11.2014, but he was not recommended for inclusion in the short list prepared by the Committee. He was again considered by the Committee held on 30.10.2018 along with other applicants for compassionate appointment. He was not among the 7 candidates recommended for appointment by the Committee as the points secured by him was less than the points secured by the last candidate recommended for appointment.

   Aggrieved, he filed OA No. 849/2018 before the Hon'ble CAT, Ernakulam Bench. The Hon'ble Tribunal vide its order dated 04.01.2023 in OA No. 849/2018 has directed the respondents to consider the application submitted by the applicant for compassionate appointment along with the next lot. In accordance with the directions of the Hon'ble CAT, Ernakulam Bench in OA No. 849/2018, the case of Shri. Ragesh Sasidharan has to be considered by the present Committee.

3. Order dated 25.08.2023 in OA No. 730/2022 filed by 1. Smt. Indira T.V., w/o Late Shri. Chandran K.V. and 2. Shri. Vignesh T.V., S/o Late Shri. Chandran K.V., Head Havaldar before the Hon'ble CAT, Ernakulam Bench.

   Shri. Chandran K.V., while working as Head Havaldar, expired on 13.03.2016. After attaining majority, Shri. Vignesh T.V., S/o Late Shri. Chandran K.V., Head Havaldar gave representation for employment assistance under the compassionate appointment scheme. Shri. Vignesh T.V. and his mother Smt. Indira T.V. filed OA No. 730/2022 before the Hon'ble CAT, Ernakulam Bench. The grievance of the applicants is that the representation is not being processed promptly. The Hon'ble Tribunal vide

its order dated 25.08.2023 in OA No. 730/2022 has ordered that there will be a direction to the 3rd respondent to see that the committee deliberates on the representation of the 2nd applicant and takes a decision, in accordance with law. In accordance with the directions of the Hon'ble CAT, Ernakulam Bench in OA No. 730/2022, the case of Shri. Chandran K.V. has to be considered by the present Committee.

11. The Committee was informed that since the last compassionate appointment was made in the year 2018, the employment status, annual income etc. pertaining to the dependent family members of the government servant needed to be updated for pending cases. Therefore, letters were sent to all the applicants for compassionate appointment, requesting to update the details furnished in their application forms in respect of all the dependent family members of the government servant. The following 12 candidates did not furnish their updated applications despite being given two reminders (letter dated 12.01.2023, reminders dated 22.02.2023 & 17.03.2023) with remarks "In case you fail to submit the details within the stipulated date, your candidature for appointment on compassionate grounds will not be considered by the Committee."

Sl. No.	Name of the applicant S/Shri./Smt./Kum.	Unique Application Registration Number
1.	Binu K Babu, S/o K.J. George, Superintendent	01/2022
2.	Akza M. Jacob, D/o Late Jacob Mathew, Inspector	07/2022
3.	Sandeep S., S/o Late C.G. Sreekumar, Superintendent	09/2022
4.	Renjana C.S., D/o Late G. Sreedevi, DOS	10/2022
5.	Lakshmi R., D/o Late P.R. Raveendran, Inspector	20/2022
6.	A.K. Arjun, S/o Late A.K. Gopinarayanan, Superintendent	23/2022
7.	Gopal Raj Naidu, S/o Late Mohanarajan V.G., Inspector	25/2022
8.	Sharath Venugopal, S/o Late D.Venugopal, Superintendent	37/2022

9.	Maya C.P., Sister of Late C.P. Prasanth, Superintendent	43/2022
10.	Harilal T.S., S/o late T.B. Sasivan, Head Havaldar	60/2022
11.	Reshma Ashok, D/o Late Shri. G. Ashok Kumar, Head Havaldar	67/2022
12.	Abhilash Ramesh, S/o Late Shri. M.R. Ramesh, Supervisor (Comn.)	68/2022

Hence, the Committee decided not to consider the cases of the above applicants for appointment on compassionate grounds in the present Committee meeting.

12(1). The Committee noted that in order to bring in transparency and objectivity in dealing with claims for compassionate appointment, CBIC, New Delhi vide letter F.No.A.12012/52/2018-Ad.III.B dated 15.05.2019 has formulated point based merit system for assessing the comparative merit of the applicants for compassionate appointment. As per letter F.No.A.12012/52/2018-Ad.III.B dated 28.10.2021, CBIC has informed that DoP&T vide OM No.43019/9/2019-Estt(D) dated 23.08.2021 has endorsed the CBIC point based merit system devised for processing the claims for compassionate appointment. As per DoP&T's OM No.43019/9/2019-Estt(D) dated 23.08.2021, every valid application shall be assessed strictly on the basis of the point based merit system formulated by the concerned administrative Ministry/Department. The Committee should make its recommendation for appointment on compassionate ground as per the total points obtained by each Applicant, under the applicable point based merit system. In terms of CBIC's letter F.No.A.12012/52/2018-Ad.III.B dated 15.05.2019 (as amended vide F.No.A.12012/8/2020-Ad.III.B dated 14.12.2020), the criteria for allocation of points were to be based on the following parameters:

1. Family Pension (basic excluding DA & Allowances);
2. Terminal benefits i.e. Lump sum amount by the family on death of Government servant (i.e. DCR Gratuity, GPF/PPF account balance, LIC/PLI, CGEIGS, Leave encashment, etc.)/ Lump sum amount under NPS etc.;
3. Annual income of earning members & income from property;
4. Movable/Immovable Property;
5. Left over service of deceased
6. No. of Dependents i.e., Mother or Father, Spouse (House Wife) only;
7. No. of dependent married/unmarried/widowed/divorced daughters of deceased Government Servant;
8. No. of dependent minor children of deceased Government Servant OR dependent sister(s)/ Brother(s) of an unmarried deceased Government Servant;

9. No. of unmarried major son (upto 25 years of age) and dependent major son i.e, physically and mentally challenged (without age limit);
10. In addition to the above, cases where the wife of deceased official has applied for compassionate appointment for herself, she shall get 15 additional points as grace points. She will be in line with the general principal that the widow needs to be given preference for compassionate appointment.

12(2). Further, it has been decided vide Board's letter F.No.A.12012/8/2020-Ad.III.B dated 14.12.2020 that the tie breaking factor can be ***per dependent available income*** i.e. total of first three financial parameters prescribed in SOP (Pension-annualised, total terminal benefits and annual income of earning members and income from property) divided by total number of dependants (spouse, parents, dependent married/unmarried/ widowed/ divorced daughters, dependent minor children of deceased Government Servant OR dependent sister(s)/brother(s) of an unmarried deceased Government Servant, unmarried major son below 25 years & dependant major sons who are physically/mentally challenged). The lesser the ***per dependent available income, the higher the rank amongst the applicants whose scores had a tie.***

12(3). In case of tie even after applying the factor of per dependent available income, then the left-over service of Government Servant can be considered. Applicants related to Government servant with higher left-over service would be considered over the one with lesser left-over service. In case of tie even then, the next factor can be No. of physically/ mentally challenged dependents & unmarried/ divorced daughter(s). In case of tie even then, the next factor can be age of the applicant, with elder applicants given preference.

13. The Committee at length deliberated on the details of the applicants and considered the clarifications/instructions issued from time to time, by the DoP&T and CBIC and all the relevant criteria as mentioned at para 12 above along with other relevant provisions of the Recruitment Rules. The Committee, after examining the details of all the applicants, decided to reject the following cases for the reasons shown against their names:

Sl. No.	Name of the applicant S/Shri./Smt./Kum.	Unique Application Registration Number	Recommendation of the Committee
1.	Savio Joseph, S/o Late Joseph Paulin, Radio Operator	13/2022	On receipt of updated application, it was observed that the applicant has obtained employment as a Process Server at Judiciary, Government of Kerala. As per Income Certificate, Annual Income of the applicant is Rs.4,05,600/-.

			Therefore, need for immediate assistance to the family of the deceased is not present in this case. Hence, not recommended and rejected on the aforementioned grounds.
2.	Kala P.K., D/o Late P.O. Krishnankutty, Havaldar	31/2022	As per Point No. 12 of DoP&T's FAQs on Compassionate Appointment, 'married daughter' can be considered for compassionate appointment but subject to conditions that she was wholly dependent on the Government servant at the time of his/her death in harness or retirement on medical grounds. In the case of the applicant, she was married at the time of the government servant's demise. Therefore, she did not meet the criterion of being wholly dependent. Based on the aforementioned clarification, the committee concluded that she is ineligible for compassionate appointment. Hence, not recommended and rejected.
3.	Soni Abraham, D/o Late Abraham V.O., Radio Operator	33/2022	As per Point No. 12 of DoP&T's FAQs on Compassionate Appointment, 'married daughter' can be considered for compassionate appointment but subject to conditions that she was wholly dependent on the Government servant at the time of his/her death in harness or retirement on medical grounds. In the case of the applicant, she was married at the time of the government servant's demise. Therefore, she did not meet the criterion of being wholly dependent. Based on the aforementioned clarification, the committee concluded that she is ineligible for compassionate appointment. Hence, not

			recommended and rejected.
4.	Nikhila P.V., D/o Late B. Krishnan, Motor Driver Grade-I	44/2022	As per Point No. 12 of DoP&T's FAQs on Compassionate Appointment, 'married daughter' can be considered for compassionate appointment but subject to conditions that she was wholly dependent on the Government servant at the time of his/her death in harness or retirement on medical grounds. In the case of the applicant, she was married at the time of the government servant's demise. Therefore, she did not meet the criterion of being wholly dependent. Based on the aforementioned clarification, the committee concluded that she is ineligible for compassionate appointment. Hence, not recommended and rejected.
5.	Shyni P.C., D/o Late Appukutty P.C., Motor Driver	45/2022	As per Point No. 12 of DoP&T's FAQs on Compassionate Appointment, 'married daughter' can be considered for compassionate appointment but subject to conditions that she was wholly dependent on the Government servant at the time of his/her death in harness or retirement on medical grounds. In the case of the applicant, she was married at the time of the government servant's demise and divorced in the year 2016. Therefore, she did not meet the criterion of being wholly dependent at the time of the government servant's demise. Based on the aforementioned clarification, the committee concluded that she is ineligible for compassionate appointment. Hence, not recommended and rejected.

6.	Sreeja T.G., D/o Late Smt.Geetha K.N., Multi-Tasking Staff	02/2023	As per Point No. 12 of DoP&T's FAQs on Compassionate Appointment, 'married daughter' can be considered for compassionate appointment but subject to conditions that she was wholly dependent on the Government servant at the time of his/her death in harness or retirement on medical grounds. In the case of the applicant, she was married at the time of the government servant's demise. Her husband is a driver at Fisheries University, Kochi and earns approximately Rs. 2 lakhs per annum. Therefore, she did not meet the criterion of being wholly dependent. Based on the aforementioned clarification, the committee concluded that she is ineligible for compassionate appointment. Hence, not recommended and rejected.

14. The details of the remaining 53 applicants to be considered for appointment on compassionate grounds, including the verification reports, were tabulated and attached to this minutes as 'Annexure-I'. All the candidates were graded according to the point based merit system formulated by the CBIC, New Delhi vide letter F.No.A.12012/52/2018-Ad.III.B dated 15.05.2019. The details of points awarded to each applicant against the parameters mentioned at para 12 above along with total merit points earned by the applicant were as given below:

Sl. No.	Name of applicant (S/Shri./ Smt./ Kum.)	Unique Application Registration Number	Points awarded against the parameters mentioned at Sl. Nos. 1 to 10 in para 12 above										Total points scored
			1	2	3	4	5	6	7	8	9	10	
1.	Joshykutty M Thomas	02/2022	20	8	0	0	2	0	5	0	0	0	**35**
2.	Sunil Kumar C P	03/2022	20	7	8	4	4	5	5	0	0	0	**53**
3.	Shanoj Babu M.C.	04/2022	20	0	8	0	1	0	5	0	0	0	**34**
4.	Vishnu S. Sankar	05/2022	14	0	6	4	4	5	5	0	0	0	**38**
5.	C. Priyanka	06/2022	14	0	0	0	2	5	5	0	0	0	**26**
6.	Shabeena P.	11/2022	18	0	0	4	3	5	5	0	0	0	**35**

7.	Sooraj K.G.	12/2022	20	9	0	2	3	5	0	0	0	0	**39**
8.	Vineesh T V	14/2022	20	9	0	2	3	5	0	0	0	0	**39**
9.	Bijoy Jyothi	15/2022	16	0	6	0	3	0	0	0	0	0	**25**
10.	Dhananjayan B.K.	16/2022	20	5	0	0	3	5	0	0	0	0	**33**
11.	Santhosh S.	18/2022	20	10	2	4	8	5	0	0	0	0	**49**
12.	Amal John	19/2022	16	0	6	4	2	5	0	0	0	0	**33**
13.	V. Prajith	21/2022	18	10	6	0	3	5	0	0	0	0	**42**
14.	Ashly Ninan	22/2022	20	4	0	0	3	0	0	0	0	0	**27**
15.	Rahul V.S.	24/2022	20	8	8	6	2	0	0	0	0	0	**44**
16.	Sabareesh P.S.	26/2022	16	6	6	0	2	5	5	0	0	0	**40**
17.	Rajesh N.K.	27/2022	20	6	10	0	1	5	0	0	0	0	**42**
18.	Sarath Raj E.	28/2022	20	1	6	2	1	10	0	0	0	0	**40**
19.	Tharun Kumar E.	29/2022	20	3	0	4	2	0	0	0	0	0	**29**
20.	A.V. Anil Kumar	30/2022	20	6	8	6	1	0	5	0	0	0	**46**
21.	C.P. Pranav	32/2022	16	7	10	6	10	0	5	0	0	0	**54**
22.	Nithin Kumar N.P.	34/2022	18	7	0	0	5	5	5	0	0	0	**40**
23.	Aleena P.S.	35/2022	14	0	0	0	9	0	10	0	0	0	**33**
24.	Ragesh Sasidharan	36/2022	20	5	0	0	1	5	0	0	0	0	**31**
25.	Neeba P. Mathew	38/2022	10	0	0	2	1	5	5	0	0	0	**23**
26.	Suvishna K.	39/2022	14	0	10	0	1	5	5	0	0	0	**35**
27.	Sonia Susan Chandy	40/2022	8	0	0	0	2	0	0	0	0	0	**10**
28.	Syed Zafar Ibrahim U.	41/2022	18	0	0	4	1	5	0	0	0	0	**28**
29.	Noufal B.S.	42/2022	16	5	10	0	7	5	0	0	0	0	**43**
30.	Adarsh P.	46/2022	14	0	0	0	6	5	5	0	3	0	**33**
31.	Sujila K.P.	47/2022	20	10	0	8	15	5	0	5	0	0	**63**
32.	Kelvin Jose	48/2022	14	9	0	0	3	5	0	0	0	0	**31**
33.	Sajith C.S	49/2022	20	10	8	8	8	0	5	0	0	0	**59**
34.	Dr. Joseph Jose	50/2022	12	0	0	0	2	5	0	0	0	0	**19**

35.	Sreejith K.K.	51/2022	16	0	8	2	2	5	5	0	0	0	**38**
36.	Jilu Joy	52/2022	12	8	0	0	1	5	5	0	0	0	**31**
37.	Jishnu K.	53/2022	16	9	6	6	7	10	5	0	0	0	**59**
38.	Sreenath P.	54/2022	6	0	0	0	3	5	0	0	0	0	**14**
39.	S. Vignesh	55/2022	6	0	0	4	5	10	5	0	0	0	**30**
40.	Muhammed Nihal P.	56/2022	12	2	10	0	1	5	10	0	3	0	**43**
41.	Vineetha T.V.	57/2022	6	7	10	0	6	5	0	5	0	15	**54**
42.	Kavya Sasidharan	58/2022	14	1	0	0	3	5	5	0	0	0	**28**
43.	Josna Joseph	59/2022	6	0	10	0	3	0	10	0	0	0	**29**
44.	Hareesh Kumar A.	61/2022	14	0	6	0	1	5	0	0	0	0	**26**
45.	Reshma C.B.	62/2022	18	10	10	8	9	10	0	0	0	15	**80**
46.	Vignesh T.V.	63/2022	16	9	0	0	7	5	0	0	5	0	**42**
47.	Aparna Nair S.	64/2022	6	0	0	0	6	0	10	0	0	0	**22**
48.	Jeena Janet	65/2022	14	7	10	10	3	5	10	0	0	0	**59**
49.	Gerald K. Dominic	66/2022	6	0	0	0	2	5	5	0	0	0	**18**
50.	Deva Devan S.	69/2022	6	0	0	0	2	5	0	0	3	0	**16**
51.	P.M.Ananthapadmanabhan	70/2022	6	0	10	2	4	5	0	5	3	0	**35**
52.	Manuel Monson	71/2022	6	0	10	10	4	5	5	0	3	0	**43**
53.	Anjana A S	01/2023	6	0	0	0	5	0	5	0	0	0	**16**

15. The Committee decided to recommend 11 (eleven) candidates, who secured the highest merit points, to fill up 5% DR quota vacancy available in Group 'C' posts (Tax Assistant, Havaldar, Stenographer Grade-II, or MTS) for appointment on compassionate grounds subject to their fulfillment of eligibility conditions as per the relevant Recruitment Rules for the posts. The allocation to each post is based on the rank of the candidates and their fulfillment of the eligibility criteria specified in the relevant Recruitment Rules for the respective posts.

16. Taking into consideration all the factors and circumstances relevant to the Compassionate appointment Scheme, the Committee unanimously arrived at the conclusion that the following applicant rightly deserve appointment on Compassionate grounds on the dire need cum economic indigence basis. Utmost importance was given to the indigent circumstances, need for relief from financial destitution, and the suitability for the post in all respects under the provisions of the relevant Recruitment Rules.

17. Based on the merit points awarded, the Committee recommended the following candidates for appointment on compassionate grounds subject to their eligibility and suitability for the post in all respects under the provisions of the relevant Recruitment Rules:

Sl. No.	Name of the candidate S/Shri./Smt./Kum.	Date of birth	Educational qualification	Points scored
1.	Reshma C.B.	16.04.1988	VHSE	80
2.	Sujila K.P.	22.05.1987	SSLC, ITI	63
3.	Sajith C.S.	21.12.1988	Plus Two, ITI	59
4.	Jishnu K.	04.05.1998	Plus Two, ITI	59
5.	Jeena Janet	07.08.1996	Degree	59
6.	C.P. Pranav	31.05.1997	M.Com.	54
7.	Vineetha T.V.	01.03.1979	Plus Two	54
8.	Sunil Kumar C.P.	14.05.1978	SSLC	53
9.	Santhosh S.	25.05.1984	Plus Two	49
10.	A.V. Anil Kumar	31.05.1983	BCA	46
11.	Rahul V.S.	27.02.1988	Plus Two	44

18. The committee further decided to recommend conducting of Physical Test/Skill Test/ Data Entry Speed Test for the post of Havaldar/Stenographer Grade-II/Tax Assistant within 8 days by the Head of the Department to assess the eligibility of the candidates so that they can be recommended for specific posts by the Committee. The Committee also decided that the post of Multi-Tasking Staff (MTS) will be considered for appointment on compassionate grounds only when the recommended candidates fail in the skill test for the post of Stenographer Grade-II. The committee decided to meet on 22.12.2023.

12/12/2023
(RANI C.R.)
CHAIRPERSON

12/12/2023
(SHAJI JOHN)
MEMBER

12/12/2023
(GAYATHRI P.G.)
MEMBER