

Proceedings of the meeting of Compassionate Appointment Committee held on 30-11-2022 in Shabd Hall at CSIR-CIMAP, Lucknow.

The Compassionate Appointment Committee constituted for consideration of the cases of dependents of deceased employees for appointment on compassionate ground met on 30.11.2022 in Shabd Hall of the Institute. The following were present :-

1. Dr. Vikrant Gupta, Sr. Principal Scientist
2. Shri Naresh Kumar, Administrative Officer
3. Shri Dinesh Kumar, Finance & Accounts Officer

The Committee was apprised that as per previous recommendations of the Committee in its meeting held on 08.07.22, all the following 03 applicants have submitted the income certificates issued by the Revenue Officer/1st class Magistrate :-

1. Shri Ravi Shanker, S/o Late Shri Ram Karan, Ex. Gr.D (Non-Tech.)
2. Shri Adil Ali, S/o Late Shri Qasim Ali, Ex. Lab. Asstt.
3. Ms. Kamalini Algarswamy, D/o Sh. R. Algarswamy, Ex. JSA

The updated brief particulars of the applicants (Annexure-II), their applications alongwith documents i.e. consent letter from other dependants, Affidavit duly signed by magistrate/notary Public, copy of Bank Passbook, income certificate of all family members etc. were placed before the Committee.

The Committee was also apprised that all these documents were requested from the above candidates for giving compassionate appointment to deserving case on merit basis at 100 point scale as per guidelines of Min.of Sci.& Technology for which approval of Director, CSIR-CIMAP was obtained by the office but now, DG,CSIR based on the recommendations of the Committee, has approved the point-based merit system for assessing the merit of compassionate appointment which has been notified vide CSIR circular dated 14.11.2022.

The statement of total vacant posts occurred in 3 years i.e. during the years 2018, 2019 and 2020 (Annexure-I(a),I(b) & I(c)) after the last Compassionate appointment was also placed before the Committee. As per GOI/CSIR instructions on the subject and amendments from time to time 5% of the total Group-C/D vacancies including Gr.I/II technical posts that were arisen in a year may be added up for 3 or more years subject to the condition that no compassionate appointment was made and vacancies were taken over to locate one vacancy in the small Ministries/Departments during three years.

As per statements of vacancies, 17 vacancies arose under direct recruitment quota in Group-C/D (including Technical Gr.I/II) upto the year 2020, which comes to 0.85 under 5% quota and rounded to **one post**. Thus, one posts of MTS (Erstwhile Gr.D Non-Tech.) out of vacancies available as on date (Annexure-III) may be considered for appointment to one really deserving applicant on merit basis.

- Accordingly, the Committee went through the details of assets, liabilities, terminal benefits etc. of all the three applicants and awarded points at 100 point scale of point based merit system on the prescribed format notified vide CSIR circular letter dated 14.11.2022 for assessing the merit of compassionate appointment. The result/merit list (on Point basis) of the candidates and their qualification/age etc, is as follows :-

Sl. No.	Name of applicant & deceased employee	Age of applicant as on date of application	Qualification/ category	Point awarded on merit basis	Remarks
1.	Ms. Kamalini Algarswamy, D/o Late Sh. R. Algarswamy, Ex. JSA	31 yrs. 6m. & 28 days DOB:18.05.1989 DOA:15.12.2020	B.Sc. / General category	49/100	Gained highest points on merit basis, fulfils criteria of qualification but over-age by 6 yrs., 6m. & 28 days as per Recruitment Rules for MTS.
2.	Shri Ravi Shankar, S/o Late Shri Ram Karan, Ex. Gr.D (Non-Tech.)	23 yrs. 6m. & 03 days DOB:02.09.1996 DOA:04.03.2020	Intermediate/ SC category	35/100	Gained 2 nd highest points on merit basis, fulfils criteria of Qualification and Age as per Recruitment Rules for MTS.
3.	Shri Adil Ali, S/o Late Shri Kasim Ali, Ex. Lab. Asstt.	29 yrs. 3m. & 26 days DOB:13.09.1989 DOA:07.01.2019	Intermediate/ OBC & PWD category	30/100	Gained lowest points on merit basis, fulfils criteria of Qualification and Age as per Recruitment Rules for MTS.

Vikrant

from 14.11.22

- The sheets of points awarded in r/o all the applicants are attached as flag-A(1), A(2) & A(3).
- As mentioned in the above table, Ms. Kamalini, daughter of (Late) Shri R. Algarswamy, JSA has got highest 49 points but she is over age. As per Recruitment Rules for appointment to the post of Multi Tasking Staff (Erstwhile Gr.D, Non-Technical) an applicant's age should be 25 years and he/she should possess High School or equivalent qualification.
- As per guidelines for appointment on compassionate grounds, the Applicant should be eligible and suitable for the post in all respects under the provisions of the relevant Recruitment Rules and also there is a provision for relaxation in para B(a) of the guidelines which states that "Upper age limit could be relaxed wherever found to be necessary".
- Therefore, the Committee recommends that keeping in view of the assets/liabilities left by the deceased Sh. R. Algarswamy, relaxation in age limit for 6 yrs., 6m. & 28 day may be granted to Ms. Kamalini Algarswamy because there is no other income/earning member in her family other than Family Pension being granted to her mother. She has an unmarried elder sister aged above 35 years in her family and as per declarations/Affidavit regarding assets & liabilities, their family do not have their own house/ immovable property.
- If Age relaxation, as recommended by the Committee is granted by the Director, CSIR-CIMAP, Ms. Kamalini Algarswamy may be appointed to the post of Multi Tasking Staff in the Pay Matrix Level-1 Rs. 18000-56900 on compassionate grounds against one available vacancy under 5% quota by adding up total Group-C & D vacancies including Gr.I & II technical posts of 3 years upto 31.12.2020.

The meeting ended with vote of thanks to the Chairman.

Recommended for approval by.

Naresh Kumar
Naresh Kumar, A.O.
Member

Dinesh Kumar
Dinesh Kumar, F&AO
Member

Vikrant Gupta
(Vikrant Gupta)
CHAIRMAN

Director pl.

R. S. S. S. S.
15/12/2022

PART – C**Relative Merit Points Assessment On A 100 Point-Scale for Compassionate Appointment**

Name of applicant – Ms. A. Kamalini

Name & designation of deceased employee – Late Shri Algar Swamy, JSA(Gen)

Sl. No.	Parameters	Point allotted to the parameters	Points scored by the candidate
1.	Family Pension (Excluding DR & Allowance)	20	12
2.	Terminal benefits i.e. Lump sum amount received by the family on death of Council employees (i.e. DCR Gratuity, GPF/Lump sum amount under NPS, CGEGIS, Leave encashment etc.	10	06
3.	Annual income of earning members and income from property	10	10
4.	Immovable property	10	10
5.	Leftover service of the deceased Government Employee	15	01
6.	Number of unmarried daughters	10	10
7.	Number of dependent minor children	05	00
8.	If wife of the deceased Council official has applied for compassionate appointment for herself	10	00
9.	If one or more person(s) amongst the dependent family members is disable (with % of disability)	10	00
	TOTAL	100	49

(Signature)
 (Naresh Kumar)
 Member

(Signature)
 (Dinesh Kumar)
 Member

(Signature)
 (Vikrant Gupta)
 Chairman

PART – C**Relative Merit Points Assessment On A 100 Point-Scale for Compassionate Appointment**

Name of applicant – Shri Ravi Shankar

Name & designation of deceased employee – Late Shri Ram Karan, Gr.D(NT)

Sl. No.	Parameters	Point allotted to the parameters	Points scored by the candidate
1.	Family Pension (Excluding DR & Allowance)	20	16
2.	Terminal benefits i.e. Lump sum amount received by the family on death of Council employees (i.e. DCR Gratuity, GPF/Lump sum amount under NPS, CGEGIS, Leave encashment etc.	10	07
3.	Annual income of earning members and income from property	10	04
4.	Immovable property	10	06
5.	Leftover service of the deceased Government Employee	15	02
6.	Number of unmarried daughters	10	00
7.	Number of dependent minor children	05	00
8.	If wife of the deceased Council official has applied for compassionate appointment for herself	10	00
9.	If one or more person(s) amongst the dependent family members is disable (with % of disability)	10	00
	TOTAL	100	35

(Signature)
 (Naresh Kumar)
 Member

(Signature)
 (Dinesh Kumar)
 Member

(Signature)
 (Vikrant Gupta)
 Chairman

PART – C**Relative Merit Points Assessment On A 100 Point-Scale for Compassionate Appointment**

Name of applicant – Shri Adil Ali

Name & designation of deceased employee – Late Shri Kasim Ali, Lab Assistant

Sl. No.	Parameters	Point allotted to the parameters	Points scored by the candidate
1.	Family Pension (Excluding DR & Allowance)	20	12
2.	Terminal benefits i.e. Lump sum amount received by the family on death of Council employees (i.e. DCR Gratuity, GPF/Lump sum amount under NPS, CGEGIS, Leave encashment etc.	10	01
3.	Annual income of earning members and income from property	10	08
4.	Immovable property	10	00
5.	Leftover service of the deceased Government Employee	15	03
6.	Number of unmarried daughters	10	00
7.	Number of dependent minor children	05	00
8.	If wife of the deceased Council official has applied for compassionate appointment for herself	10	00
9.	If one or more person(s) amongst the dependent family members is disable (with % of disability)	10	06
	TOTAL	100	30

(Signature)
 (Naresh Kumar)
 Member

(Signature)
 (Dinesh Kumar)
 Member

(Signature)
 (Vikrant Gupta) 30/11/22
 Chairman