

**MINUTES OF THE MEETING OF THE RE-CONSTITUTED SELECTION COMMITTEE FOR COMPASSIONATE APPOINTMENT FOR RECRUITMENT YEARS 2022 & 2023**

The Selection Committee (hereinafter "the Committee") was originally constituted vide this office letter No. PCCIT/WB&S/Pers/284/Comp Appt/2023-24/8738-8743 dated 08.09.2023 and subsequent order No. 437 dated 04.03.2024, for Recruitment of eligible candidates on Compassionate ground to the posts of Tax assistants and Multi Tasking Staffs against vacancies in respect of the Recruitment Years 2022 & 2023. There were total 269 applicants for the Compassionate Appointment. After conducting 5 meetings, the Committee recommended 65 eligible graduate applicants for the post of Tax Assistant and recommended 188 eligible applicants for the post of Multi Tasking Staff with a request to the competent authority to conduct necessary Data Entry Speed Test as per existing norms before final selection.

2. Vide order No 225 dated 14.08.2025 the Selection Committee (hereinafter "the Re-constituted Committee") for compassionate appointments against the vacancies in respect of the Recruitment Years 2022 and 2023 has been re-constituted with the prior approval by the Ld. Pr. CCIT, West Bengal & Sikkim. The Chairman & other members nominated in the Re-constituted Committee are as under:

Sl No	Name	Present Post held	Designation in Re-constituted Committee
01			Chairman
02			Member
03			Member
04			Member
05			Member
06			Member
07			Presenting Member

3. The meeting of the Re-constituted Committee was held in the chamber of the Chairman at Room [REDACTED] on 26.08.2025 at 03.30 P.M. under the chairmanship of [REDACTED]. The following members were present in the said meeting:

Sl No	Name	Present Post held	Designation in Re-constituted Committee
01			Member
02			Member
03			Member
04			Member
05			Member
06			Presenting Member

3. At the outset, the Re-constituted Committee noted the following facts which are the reasons for re-constitution of the committee:

A. Vide resolution No. 4 of Minutes of Meeting dated 25.04.2024 (Annexure 'A') the Committee recommended that, "in cases of appointments of candidates with below minimum educational qualification (other than widows of deceased Govt. servants), prior permission may be taken from the Ld. Revenue Secretary before issuance of offer of appointment as per para 6.B.(b) of the 'Master Circular on Scheme of Compassionate Appointment' (Annexure 'B').

B. Subsequently, 26 candidates were shortlisted for the post of Multi Tasking Staff from the candidates recommended by the committee as per merit list. Out of these there were 4 candidates namely:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

who did not have the minimum required educational qualification i.e. Matriculation or equivalent. In line with the Committee's recommendation, the names of these candidates were referred to the Board for necessary approval by the Hon'ble Revenue Secretary (Annexure 'C'). The Board vide its letter F. No. A -12012/03/2025-Ad.VII dated 16.07.2025 (Annexure 'D') has returned these 4 cases stating that in the proposal for consideration of the cases, it should be clearly indicated that the issue has been considered/examined at the Pr. CCIT level and on his/her approval and specific recommendation, the matter is being referred to the Board.

C. In para 6.B.(b) of the '**Master Circular on Scheme of Compassionate Appointment**' circulated vide the CBDT, New Delhi letter F. No. A-12012/40/2022-Ad.VII dated 23.09.2022 it is stated that: '*In exceptional circumstances Government may consider recruiting persons not immediately meeting the minimum educational standards. ....In the case of an attached / subordinate office, the Secretary in the concerned administrative Ministry/Department shall be the competent authority for this purpose.*' However, the exceptional circumstances have not been mentioned in the committee's recommendation. The same have to be identified and incorporated in the recommendation of the Re-constituted Committee.

D. [REDACTED] who is [REDACTED] also shortlisted for the post of Multi Tasking Staff. Accordingly, after receipt of the necessary report, the case was referred to the Board for necessary approval by the Hon'ble Revenue Secretary (Annexure 'E'). The Board vide its letter F. No. A-12012/03/2025-Ad.VII dated 08.08.2025 (Annexure 'F') has returned the case alongwith the following observations:

- a) As per Recruitment Rules, age limit for appointment to the applied post (MTS) is 18-25 years [REDACTED] is applicable for [REDACTED] category applicants). The applicant belongs to [REDACTED]. However, on the date of application, the applicant was [REDACTED] months old.
- b) As per Inspector's Report, details of income of the applicant (other than family pension) at Sl. No. 10 shown as [REDACTED] per annum, but in column 4 of 100 point formula report, the Departmental Screening Committee (DSC) shown NIL income and allowed [REDACTED] points to the applicant instead of [REDACTED] points.

E. In view of the above, the Board intimated to re-examine the proposal in terms of Master Circular on the Scheme of Compassionate Appointment circulated by DoPT vide their O.M. dated 02.08.2022 which also contains important/applicable Supreme Court Judgement/rulings on the subject matter of appointment on compassionate grounds. Thereafter, the proposal complete in all respect may be referred to the Board with the specific recommendations of Pr. CCIT, West Bengal & Sikkim fulfilling the relevant/applicable conditions.

F. In para 12 of the '**Master Circular on Scheme of Compassionate Appointment**' circulated vide the CBDT, New Delhi letter F. No. A-12012/40/2022-Ad.VII dated 23.09.2022 it is stated that: '*Cases of missing Government servants are also covered under the scheme for compassionate appointment subject to the following conditions:*

[REDACTED]



(a) 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 Government servant has been missing, provided that:

- (i) as 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.

(b) These benefits will not be applicable to the case of a Government servant:

- (i) Who had less than two years to retire on the date from which he has been missing; or
- (ii) who is suspected to have committed fraud, or suspected to have joined any terrorist organization or suspected to have gone abroad.

(c) Compassionate appointment in the case of a missing Government servant also would not be a matter of right as in the case of others and it will be subject to fulfillment of all the conditions, including the availability of vacancy, laid down for such appointment under the scheme;

(d) While considering such a request, the results of the Police investigation should also be taken into account: and

(e) A decision on any such request for compassionate appointment should be taken only at the level of the Secretary of the Ministry/Department concerned.'

A specific finding on each of these points needs to be incorporated in the recommendation of the Re-constituted Committee.

4. The above issues were discussed as per the '**Master Circular on Scheme of Compassionate Appointment**' vide CBDT letter F No A-12012/40/2022-Ad.VII dated 23.09.2022 and '**Scheme for compassionate appointment-100 Point Formula for assessment of applications for appointment on compassionate grounds**' vide CBDT letter F No A-12012/03/ 2021-Ad.VII dated 15.04.2021 (**Annexure 'G'**) circulated by the CBDT and the relevant guidelines issued by DoPT from time to time on the subject, wherein criteria and methodology have been duly laid out. Also, in view of the CBDT, New Delhi's advisory issued vide F. No. A-12012/06/2024-Ad.VII dated 14.06.2024 (**Annexure 'H'**) and letters F. No. A - 12012/03/2025-Ad.VII dated 16.07.2025 (**Annexure 'D'**) & letter F. No. A-12012/03/2025-Ad.VII dated 08.08.2025 (**Annexure 'F'**) the Re-constituted Committee unanimously took the following resolutions:

**Resolution No 1:** The Re-constituted Committee, after perusal of submissions, affidavits and Inspector's Report in respect of

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

who are not widow of the deceased Government employee & did not have the minimum required educational qualification i.e. Matriculation or equivalent and shortlisted due to their score as per '**Scheme**

[REDACTED]

for compassionate appointment-100 Point Formula for assessment of applications for appointment on compassionate grounds', recommended the following:

- a) [REDACTED] (UR No: 11/2000-01) [REDACTED] who died in harness on [REDACTED]. The initial application received in this case on [REDACTED] qualification of the applicant [REDACTED] as per copy of Transfer Certificate dated [REDACTED] available in the record. As per documents available and the affidavit dated 18.01.2024 submitted by the applicant [REDACTED] awarded 45 points as per 'Scheme for compassionate appointment-100 Point Formula for assessment of applications for appointment on compassionate grounds' as following:

Subject	Amount/Details	Points Awarded
1) Basic Family Pension/Monthly Amount received under NPS	[REDACTED]	[REDACTED]
2) Terminal Benefits i.e. Lump sum amount received by the Family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c balance, Leave Encashment, CGEGIS, LIC/PLI etc.) / Lump sum amount received under NPS etc. (For pre 01.01.2006 death cases)	[REDACTED]	[REDACTED]
3) Movable/Immovable Property of the family (Latest Value) including fixed Deposit/Bank Balance etc., but excluding the lump sum amount received as Terminal Benefits	[REDACTED]	[REDACTED]
4) Annual Income of earning members and income from property (movable/immovable)	[REDACTED]	[REDACTED]
5) Left Over Service	[REDACTED]	[REDACTED]
6) Dependent i.e. Mother or Father, Spouse (House Wife) only	[REDACTED]	[REDACTED]
Total		45

In similar case referred to the Board for necessary approval by the Hon'ble Revenue Secretary for vacancies against R.Y. 2017-18, 2018, 2019, 2020 & 2021, the board vide its letter F. No. 12012/06/2023-Ad.VII dated 06.02.2023 (Annexure 'I') recommended that Inspector Report indicating/reflecting the economic conditions of the family and status regarding possessions of movable/immovable properties alongwith the details of terminal benefits i.e. DCR Gratuity, GPF/PPF A/c balance, Leave encashment, CGEGIS, LIC/PLI etc should be submitted alongwith proposal for approval of the Hon'ble Revenue Secretary. Accordingly, fresh Inspector Inquiry Report was sought before referring the case to the Board.

On perusal of the Inspector's Report dated [REDACTED] (Annexure 'J') it is found that though the applicant passed the [REDACTED] but couldn't complete the matriculation due to prolonged illness of [REDACTED]. During his [REDACTED]s, being the [REDACTED] he had to attend his sick [REDACTED] and accompany him for treatment. The official subsequently died in harness of [REDACTED]. After demise of his father [REDACTED] started doing odd jobs to support his family and couldn't complete the matriculation. Presently he is doing the same and his annual earning is around [REDACTED]. The main source of income of the family is the family pension of [REDACTED] per month received by the applicant's mother [REDACTED]. The family don't have any property. There are total [REDACTED] members in the family staying together including [REDACTED] in a single room rented accommodation. The amount of [REDACTED] which the family received from the Department as Terminal Benefits was exhausted due to marriage of [REDACTED] medical treatment of [REDACTED]. It is also revealed that the applicant has a saving account with bank [REDACTED].

In view of the above, the Re-constituted Committee decided that the case of [REDACTED] is exceptional in nature and therefore, recommended for the appointment on [REDACTED]



Compassionate ground for the post of Multi Tasking Staff (Trainee), despite being the applicant not having the minimum educational qualification.

b) [REDACTED] (UR No: 05/1996-97): [REDACTED] or [REDACTED] who died in harness on [REDACTED]. The initial application was received in this case on [REDACTED]. The applicant claimed that [REDACTED] appeared & passed [REDACTED] examination which is equivalent to Matriculation from the board [REDACTED] in the year [REDACTED] and submitted documents to treat her as matriculate applicant. On verification it is revealed that the board [REDACTED] is de-recognised by the Department of Higher Education, Ministry of HRD, Government of India vide O.M. F. No. 11-15/2011/AR (TS. II) dated 06.12.2012 with effect from 01.06.2013. The Committee vide its resolution No 3.(g) of meeting dated 05.03.2024 (Annexure 'K') decided that "the claim of [REDACTED] that [REDACTED] passed Matriculation or equivalent examination will not be accepted. The case will be treated as below matriculation and will be considered in the light of para 6.B.(b) of 'Master Circular on Scheme of Compassionate Appointment' before recommendation". As per documents available and the affidavit dated 30.11.2023 submitted by the applicant [REDACTED] was awarded 44 points as per 'Scheme for compassionate appointment-100 Point Formula for assessment of applications for appointment on compassionate grounds' as following:

Subject	Amount/Details	Points Awarded
1) Basic Family Pension/Monthly Amount received under NPS	[REDACTED]	[REDACTED]
2) Terminal Benefits i.e. Lump sum amount received by the Family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c balance, Leave Encashment, CGEGIS, LIC/PLI etc.) / Lump sum amount received under NPS etc. (For pre 01.01.2006 death cases)	[REDACTED]	[REDACTED]
3) Movable/Immovable Property of the family (Latest Value) including fixed Deposit/Bank Balance etc., but excluding the lump sum amount received as Terminal Benefits	[REDACTED]	[REDACTED]
4) Annual Income of earning members and income from property (movable/immovable)	[REDACTED]	[REDACTED]
5) Left Over Service	9+ yrs	04
6) Dependent i.e. Mother or Father, Spouse (House Wife) only	[REDACTED]	[REDACTED]
Total		44

In pursuant to the board vide its letter F. No. 12012/06/2023-Ad.VII dated 06.02.2023 (Annexure 'I') a fresh Inspector Inquiry Report was sought before referring the case to the Board.

On perusal of the Inspector's Report dated 09.01.2025 (Annexure 'L') it is found that as there was no other male member in the family [REDACTED] started working in the [REDACTED] to support her family. The family [REDACTED]. Though, the applicant is [REDACTED] is staying separately with the [REDACTED]. The source of income of the family is the family pension of [REDACTED] per month received by the applicant [REDACTED] and salary received by the applicant as [REDACTED]. The amount [REDACTED] which the family received from the Department as Terminal Benefits was exhausted on the [REDACTED]. The applicant married in the year [REDACTED]. It is also revealed that the applicant has a saving account with balance of [REDACTED].

As per resolution No 5 of meeting dated 18.12.2023 (Annexure 'M') the Committee decided that "a reminder to be sent to the candidates who have not submitted their duly filled proforma alongwith affidavit and supporting documents, allowing them to avail last chance to be considered

in this ongoing process for Compassionate Appointment by submitting the submissions latest by 15<sup>th</sup> January, 2024 which is necessary for evaluation of their present financial conditions and awarding them points as per 'Scheme for compassionate appointment-100 Point Formula for assessment of applications for appointment on compassionate grounds'. As per the copy of passbook of A/c No [REDACTED] annexed with the Inspector's Report (Annexure 'L') it is revealed that as on [REDACTED] (Annexure 'N').

In view of the above, the Re-constituted Committee decided that in case of [REDACTED], [REDACTED] may be awarded [REDACTED] points for [REDACTED] against para No 3) 'Movable/Immovable Property of the family (Latest Value) including fixed Deposit/Bank Balance etc, but excluding the lump sum amount received as Terminal Benefits' of **Scheme for compassionate appointment-100 Point Formula for assessment of applications for appointment on compassionate grounds** instead of [REDACTED] claim of NIL Movable/Immovable Property vide affidavit dated [REDACTED] which led to awarding [REDACTED] points for the same and therefore, recommended that [REDACTED] may be awarded with 42 points instead of 44. Based on this revised point the Re-constituted Committee recommends that the position of [REDACTED] in the merit list of Multi Tasking Staff is revised from Sl. No. 14 to Sl. No. 20 as per the rules and criteria followed by the Committee. As the cut-off for recommendation for appointment for the post of Multi Tasking Staff in the merit list was 41 points till Sl. No. 27, the case of [REDACTED] qualifies for recommendation. Revised merit list for the post Multi Tasking Staff against the vacancies in respect of Recruitment Years 2022 & 2023 is enclosed as Annexure 'O'.

In view of the above, the Re-constituted Committee decided that the case of [REDACTED] is exceptional in nature and therefore, recommended for the appointment on Compassionate ground for the post of Multi Tasking Staff (Trainee), despite being the applicant not having the minimum educational qualification.

c) [REDACTED] (UR No: 32/2000-01):

[REDACTED] who died in harness on [REDACTED]. The initial application was received in this case on [REDACTED] as per copy of Mark Sheet of [REDACTED]. [REDACTED] the applicant appeared but couldn't pass the said examination. As per documents available and the affidavit dated [REDACTED] submitted by the applicant [REDACTED] was awarded 42 points as per '**Scheme for compassionate appointment-100 Point Formula for assessment of applications for appointment on compassionate grounds**' as following:

Subject	Amount/Details	Score Awarded
1) Basic Family Pension/Monthly Amount received under NPS	[REDACTED]	[REDACTED]
2) Terminal Benefits i.e. Lump sum amount received by the Family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c balance, Leave Encashment, CGEGIS, LIC/PLI etc.) / Lump sum amount received under NPS etc. (For pre 01.01.2006 death cases)	[REDACTED]	[REDACTED]
3) Movable/Immovable Property of the family (Latest Value) including fixed Deposit/Bank Balance etc., but excluding the lump sum amount received as Terminal Benefits	[REDACTED]	[REDACTED]
4) Annual Income of earning members and income from property (movable/immovable)	[REDACTED]	[REDACTED]
5) Left Over Service	8+ yrs	03
6) Dependent i.e. Mother or Father, Spouse (House Wife) only	[REDACTED]	[REDACTED]
Total		42



In pursuant to the board vide its letter F. No. 12012/06/2023-Ad.VII dated 06.02.2023 (Annexure 'I') a fresh Inspector Inquiry Report was sought before referring the case to the Board.

On perusal of the Inspector's Report dated 10.01.2025 (Annexure 'P') it is found that the applicant appeared in the [REDACTED] in the year [REDACTED]. Subsequently, he couldn't complete the matriculation due to prolonged illness [REDACTED]. During his father's illness being [REDACTED] he had to attend his sick father and accompany him for treatment. After demise of his father, [REDACTED] started doing odd jobs to support his family and couldn't complete the matriculation. Presently he is unemployed. The only source of income of the family is the family pension of [REDACTED] (Basic) per month received by the applicant's mother [REDACTED]. The amount of [REDACTED] which the family received from the Department as Terminal Benefits was exhausted due to purchase of their present residence, ground floor of a double story building with area around [REDACTED]. His younger brother, [REDACTED] who is working in a private company is staying separately and not helping other members of the family. It is also revealed that the applicant has a saving account with balance of [REDACTED].

In view of the above, the Re-constituted Committee decided that the case of [REDACTED] is **exceptional** in nature and therefore, recommended for the appointment on Compassionate ground for the post of Multi Tasking Staff (Trainee), despite being the applicant not having the minimum educational qualification.

d) [REDACTED] (UR No: 23/2016-17): [REDACTED] who died in harness of [REDACTED]. The initial application was received in this case on [REDACTED] as per copy of Mark Sheet of [REDACTED] held in the month [REDACTED]. The applicant [REDACTED] examination. As per documents available and the affidavit dated [REDACTED] submitted by the applicant, [REDACTED] was awarded 41 points as per **Scheme for compassionate appointment-100 Point Formula for assessment of applications for appointment on compassionate grounds'** as following:

Subject	Amount/Details	Score Awarded
1) Basic Family Pension/Monthly Amount received under NPS	[REDACTED]	[REDACTED]
2) Terminal Benefits i.e. Lump sum amount received by the Family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c balance, Leave Encashment, CGEGIS, LIC/PLI etc.) / Lump sum amount received under NPS etc. (For post 01.01.2016 death cases)	[REDACTED]	[REDACTED]
3) Movable/Immovable Property of the family (Latest Value) including fixed Deposit/Bank Balance etc., but excluding the lump sum amount received as Terminal Benefits	[REDACTED]	[REDACTED]
4) Annual Income of earning members and income from property (movable/immovable)	[REDACTED]	[REDACTED]
5) Left Over Service	3+ yrs	02
6) Dependent i.e. Mother or Father, Spouse (House Wife) only	[REDACTED]	[REDACTED]
8) Unmarried Daughters	[REDACTED]	[REDACTED]
Total		41

In pursuant to the board vide its letter F. No. 12012/06/2023-Ad.VII dated 06.02.2023 (Annexure 'I') a fresh Inspector Inquiry Report was sought before referring the case to the Board.

On perusal of the Inspector's Report dated 28.01.2025 (Annexure 'Q') it is found that the applicant [REDACTED] but failed. Subsequently [REDACTED] due to prolonged illness of parents [REDACTED]. The couple has [REDACTED] and the applicant is [REDACTED]. The family have [REDACTED] and [REDACTED] agricultural land at [REDACTED]. The main source of income of the family is the family pension of Rs [REDACTED] per month received by the applicant's [REDACTED]. The amount [REDACTED] which the family received from the Department as Terminal Benefits was exhausted due to [REDACTED] the deceased.

The Inspector's Report also revealed that the [REDACTED] Vide affidavit dated [REDACTED] the applicant claimed that she is unmarried and accordingly, the committee awarded 5 points against para No 8) 'Unmarried daughters' of '***Scheme for compassionate appointment-100 Point Formula for assessment of applications for appointment on compassionate grounds***' alongwith total score of 41 marks. In this regard, it is noted that as per resolution No 5 of meeting dated 18.12.2023 (Annexure 'M') the committee decided that "*a reminder to be sent to the candidates who have not submitted their duly filled proforma alongwith affidavit and supporting documents, allowing them to avail last chance to be considered in this ongoing process for Compassionate Appointment by submitting the submissions latest by 15<sup>th</sup> January, 2024 which is necessary for evaluation of their present financial conditions and awarding them points as per 'Scheme for compassionate appointment-100 Point Formula for assessment of applications for appointment on compassionate grounds'.* Therefore, the Re-constituted Committee decided that as on 15.01.2024 the applicant was unmarried, therefore, awarding [REDACTED] 5 points against para No 8) 'Unmarried daughters' of '***Scheme for compassionate appointment-100 Point Formula for assessment of applications for appointment on compassionate grounds***' is justified as the same criteria should be applicable as of cut-off date i.e. 15.01.2024 in respect of all candidates.

In view of the above, the Re-constituted Committee decided that the case of [REDACTED] is exceptional in nature and therefore, recommended for the appointment on Compassionate ground for the post of Multi Tasking Staff (Trainee), despite being the applicant not having the minimum educational qualification.

**Resolution No 2:** The Re-constituted Committee, after perusal of submissions, affidavits and Inspector's Report in respect of [REDACTED] and shortlisted due to his score as per '***Scheme for compassionate appointment-100 Point Formula for assessment of applications for appointment on compassionate grounds***' recommends the following:

[REDACTED] (UR No: 22/2012-13): [REDACTED]

The Hon'ble [REDACTED]

[REDACTED] AS per documents available and the affidavit submitted by the applicant, [REDACTED] was awarded 41 points as per '***Scheme for compassionate appointment-100 Point Formula for assessment of applications for appointment on compassionate grounds***' as following:



Subject	Amount/Details	Score Awarded
1) Basic Family Pension/Monthly Amount received under NPS		
2) Terminal Benefits i.e. Lump sum amount received by the Family on death of Govt. Servant (i.e. DCR Gratuity, GPF/PPF A/c balance, Leave Encashment, CGEGIS, LIC/PLI etc.) / Lump sum amount received under NPS etc. (For death cases between 01.01.2006 to 31.12.2015)		
3) Movable/Immovable Property of the family (Latest Value) including fixed Deposit/Bank Balance etc., but excluding the lump sum amount received as Terminal Benefits		
4) Annual Income of earning members and income from property (movable/immovable)		
5) Left Over Service	2+ yrs	01
6) Dependent i.e. Mother or Father, Spouse (House Wife) only		
Total		41

In view of para 12(d) of the '**Master Circular on Scheme of Compassionate Appointment**' the committee vide resolution No 3.d) of Minutes of its Meeting dated 05.03.2024 (**Annexure 'K'**) recommended that, "a fresh Police investigation report may be gathered from the concerned police authorities before recommending the name for approval of the Hon'ble Revenue Secretary". Accordingly, fresh police investigation report was sought (**Annexure 'R'**). Therefore, as per para 12 of **Master Circular on Scheme of Compassionate Appointment**' the following points were fulfilled in this case:

(a) 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 Government servant has been missing, provided that:

(i) as FIR to this effect has been lodged with the Police

(Annexure 'S').

(ii) the missing person is not traceable, and -

(Annexure 'R').

(iii) the competent authority feels that the case is genuine -

(Annexure 'T').

(b) These benefits will not be applicable to the case of a Government servant:

(i) Who had less than two years to retire on the date from which he has been missing; or -

(ii) who is suspected to have committed fraud, or suspected to have joined any terrorist organization or suspected to have gone abroad -

(c) Compassionate appointment in the case of a missing Government servant also would not be a matter of right as in the case of others and it will be subject to fulfillment of all the conditions, including the availability of vacancy, laid down for such appointment under the scheme - Vacancy was available and candidate shortlisted for the post of Multi

Tasking Staff as per score awarded in accordance with *Scheme for compassionate appointment-100 Point Formula for assessment of applications for appointment on compassionate grounds*.

(d) While considering such a request, the results of the Police investigation should also be taken into account: [REDACTED]

(e) A decision on any such request for compassionate appointment should be taken only at the level of the Secretary of the Ministry/Department concerned – As per recommendation by the Committee the case referred to the Board for necessary approval by the Hon'ble Revenue Secretary (Annexure 'E').

In pursuant to the board vide its letter F. No. 12012/06/2023-Ad.VII dated 06.02.2023 (Annexure 'I') a fresh Inspector Inquiry Report was sought before referring the case to the Board.

In this case the Board has observed the following points vide letter F. No. A-12012/03/2025-Ad.VII dated 08.08.2025 (Annexure 'F'):

**Observation:** As per Recruitment Rules, age limit for appointment to the applied post (Multi Tasking Staff) is 18-25 years [REDACTED]

In this regard, the Committee observed that para 6.B (a) of *Master Circular on Scheme of Compassionate Appointment* it is stated that:

*"Upper age limit could be relaxed wherever found to be necessary....."*

Note II: 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."

In this regard, the Committee vide resolution No 5 of Minutes of its Meeting dated 25.04.2024 (Annexure 'A') recommended that: 'the competent authority may consider the same wherever required, before recruitment of the applicants on compassionate grounds.' As the Hon'ble Revenue Secretary is the competent authority to accord approval for appointment in this case, he also may grant necessary age relaxation.

**Observation:** As per Inspector's Report, details of income of the applicant (other than family pension) at Sl. No. 10 shown as [REDACTED] per annum, but in column 4 of 100 point formula report, the Departmental Screening Committee (DSC) shown NIL income and allowed [REDACTED] points to the applicant instead of [REDACTED] points.

The Re-constituted Committee perused the Inspector Report dated 03.02.2025 (Annexure 'V') where it is revealed that [REDACTED] with an annual income of [REDACTED] which is eligible for 8 points. Vide affidavit dated [REDACTED] the applicant claimed that he is [REDACTED] and accordingly, the Committee awarded [REDACTED] points against para No 4) Annual income of earning members and income from property (movable/immovable) of *Scheme for compassionate appointment-100 Point Formula for assessment of applications for appointment on compassionate grounds* with total score of 41 points.

In view of the above, the Re-constituted Committee decided that in case of [REDACTED] [REDACTED] may be awarded 08 points for annual income of [REDACTED] against para No 4)

[REDACTED]



Annual income of earning members and income from property (movable/immovable) of *Scheme for compassionate appointment-100 Point Formula for assessment of applications for appointment on compassionate grounds* instead of [REDACTED] which led to awarding 10 points for the same. Therefore, the Re-constituted Committee recommends that [REDACTED] may be awarded with 39 points instead of 41. Based on this revised point the Re-constituted Committee also recommends that the position of [REDACTED] in the merit list of Multi Tasking Staff is revised from Sl. No. 27 to Sl. No. 34 as per the rules and criteria followed by the Committee. For selecting eligible candidates for the post of Multi Tasking Staff having 26 vacancies, the eligibility list of the candidates went upto Sl. No. 27 as the candidate at Sl. No. 13 was selected for the post of Tax Assistant. As the case of [REDACTED] doesn't qualify for recommendation, the Re-constituted Committee also recommends that [REDACTED] (UR No 06/2011-12) whose name appears in the Sl. No. 27 of the revised merit list (Annexure 'O') for the post of Multi Tasking Staff, may be shortlisted for appointment on Compassionate ground against the vacancy of Recruitment Year 2023 for the post of Multi Tasking Staff.

The meeting closed with vote of thanks from the Presenting Member.

