

**Final Minutes of the Screening Committee constituted for the purpose of
appointments on compassionate ground for R.Y. 2023**

The Screening Committee for the purpose of appointments on compassionate ground for Recruitment Year 2023 was constituted vide Order No. Addl.CIT(HQ)Pers./Compassionate Appointment (RY 2023)/2023-24 dated 14.02.2024 by the Pr. CCIT, Mumbai. The current composition of the committee is as under:

i.	Shri Krishna Kumar Mishra Pr. Commissioner of Income Tax-42, Mumbai.	Chairperson
ii.	Shri Sandeep Raj Commissioner of Income Tax-(IT)-2, Mumbai.	Co-Chairperson
iii.	Mrs Kanupriya Damor, Addl. Commissioner of Income Tax, Range-5(2), Mumbai.	Member
iv.	Shri Mehul Jain Addl. Commissioner of Income Tax(TP)-2(3), Mumbai.	Member
v.	Shri Rakesh Chintagumpula Dy. Commissioner of Income Tax, IT-4(1)(1), Mumbai.	Member
vii.	Shri Giridharan Srinivasan Dy. Commissioner of Income Tax(HQ) Service Litigation, Mumbai.	Member
viii	Dy. Commissioner of Income Tax(HQ) Personnel, Mumbai. (Dr. Ashish A. Kate)	Member Secretary

2. The meeting of the Screening Committee was held on 25.06.2024 in Room No.377, 3rd floor, Aayakar Bhavan, Mumbai, to further discuss the course of action to be undertaken. Shri Krishna Kumar Mishra, Pr. Commissioner of Income Tax-42, Mumbai & Chairperson, Shri Sandeep Raj, Commissioner of Income Tax-(IT)-2, Mumbai & Co Chairperson, Shri Mehul Jain, Joint Commissioner of Income Tax- (TP)-2(3), Shri Rakesh Chintagumpula, Dy. Commissioner of Income Tax, IT-4(1)(1), Mumbai & Member and Dr. Ashish A. Kate, Dy. Commissioner of Income Tax (HQ) Personnel, Mumbai & Member Secretary Mumbai were present for the meeting.

3. The Committee was ably assisted by **Shri Mudit Srivastava**, Addl. Commissioner of Income-tax (HQ) Personnel, Mumbai and **Shri Sudheer Gaikwad**, ITO (HQ) Pers-I, Mumbai.

4. With reference to Point 13 & 14 of the OM dated 23-08-2021, the committee had directed to communicate points allotted against each criterion to all the applicants by e-mail or any

forms of communication. The committee had also recommended to publish all its minutes of each meeting held so far in the public domain as per the OM dated 23-08-2021. The Committee observed that since all the applicant's files have been considered/checked, the final points of the 47 applicants should be communicated to them by way of speed post/email and notice board of the O/o. Addl. CIT(HQ) Personnel, Mumbai in terms of terms of O.M. No. 43019/9/2019-Estt(D) dated 23.08.2021 which requires that results of each round of selection should be communicated to the applicants and the points awarded against each parameter along with total merit points earned should be provided to the applicants through e-mail or other forms of communication. The Committee had also decided that for this purpose, one weeks' time from the date of publication on the notice board should be given to the applicants to submit their objections, if any. The Committee considered all the representations received till date and adjudicated the issue in respect of the candidates here as under-

4.1. Ms Supriya Govind Chavan, has represented vide letter dated 19.06.2024, for non-awarding of points for the house in which she is residing and which is on housing loan but no consideration has been given for the liability of loans obtained of Rs.67 lakhs from different banks. The Committee deliberated in detail on the issue of awarding weightage points for liabilities existing against home loan or loan claimed to be taken for medical or personal purposes. The Committee opined that the 100-point matrix covers different parameters to gauge the financial hardship of the deceased family, like amount of terminal benefits received, family pension received, value of immovable property etc. and there are no defined specific criteria to award points for existing liability, if any. It was noted that in column No.11 of the point matrix, there is mention only of "weightage points for additional liabilities, if any/differently abled son/daughter". As per this criteria, upto 5 points can be awarded to the applicant but there is no mention of points that can be awarded for additional liability either on the nature of liability or quantum of liability.

The Committee further opined that, liabilities taken or existing against any asset like a house property which results in ownership of an asset to the applicant or their family. Hence, this 'liability' is only an accounting one. Further, in several cases, it is seen that liabilities have not been taken by the deceased but by the family members of the deceased. Also, in most of the cases the existing liability mentioned are either as per application or as per Inspector's Report. Further, the timeline of these liabilities differs for different applicants and it is natural that these would have reduced or even exhausted with passage of time. Moreover,

there are no supporting documents filed in respect of claims regarding loans taken from relatives or friends for personal purposes and were not backed by legally verifiable documentary evidences.

In light of the above discussion, the Committee decided not to allow additional weightage points on the basis of additional loan liability, to the applicant apart from the points to be awarded for differently-abled son/daughter.

Further, the applicant has also made another representation vide letter dated 20.06.2024. The same is discussed as follows:

- a) Applicant has submitted that the marks distribution for each point and on the basis of which slabs is not mentioned. In this regard committee decided that there is no requirement to mention such slab. Also, the marks are allotted as per the points matrix prescribed by the DoPT and marks for all the applicants are allotted as per the DoPT guidelines.
- b) Applicant has submitted that at Sl No.13, Mr. Pankaj Narendra Purabiya has been allotted 10 marks and particulars of property and bank balance are not mentioned. In this regard, the Committee observed that in case of Pankaj Narendra Purabiya, there is no house property and the bank balance as per the Inspector's report is nil. Thus, there is no discrepancy in the allocation of points.
- c) Applicant has submitted that in the case of Priya Pokharkar, she is a married daughter but income of earning member is shown as Nil. In this regard, the Committee observed that as per the Inspector's enquiry report, the annual income of earning members is Nil. Therefore, 10 points have been rightly awarded.
- d) The applicant has raised query in the case of Kashish Desai regarding family pension. In this regard, the Committee perused the points awarded and found that the points awarded are correct.
- e) The applicant has raised query that in the case of Akshay Ajit Pawar, 8 marks have been awarded against immovable asset on *Pagdi* system of Rs.14 lakhs. In this regard, the Committee decided that the *Pagdi* system in itself does not bestow ownership to the tenant. Thus, marks are awarded accordingly and found to be correct.
- f) Applicant has submitted that in the case of Sarvesh Nandkumar Lad, immovable property is Nil and Bank balance amounts to Rs.30.06 lakhs, however, points have been awarded at 10. In this regard, the Committee observed that the balance

includes the terminal benefits received by the heir of the deceased employee which has already been considered. Therefore, 10 points have been rightly awarded

- g) Applicant has submitted that in the case of Priya Kumari, 40 points have been awarded though basic monthly pension/monthly amount under NPS is Rs.93,300/-. The Committee observed that as Committee perused the points awarded and found that the points awarded are correct.
- h) The Applicant has submitted that her pension may be corrected as Rs.35,000/- instead of Rs.52,500/-. The Committee observed that in all the cases, points have been awarded on the basis of family pension which includes DA. The same has also been done in the case of the applicant and hence the same is correct.

In view of the above discussion, the representation of the applicant has been considered and accordingly disposed off.

Further, the Committee observed that as per the Scheme of Compassionate Appointment Point No. 11, **only deserving cases** in which there is an earning member in the family need to be referred to the Honourable Revenue Secretary. The committee deliberated on the issue of the deserving cases which can be referred to the Honourable Revenue Secretary and the members observed that the main object of the scheme for compassionate appointment is

"to grant appointment on compassionate grounds to dependents of the family member of Government servant dying in harness or who is retired on medical ground, thereby leaving his family in penury and without any means of livelihood, to relieve the family of the Government servant concerned from financial destitution and to help it get over the emergency."

Thus, it was decided by the committee that the case of **Supriya G. Chavan** will not be referred to the Secretary, Revenue as the income earned by the family is well above the level to provide a means of livelihood to the family and to keep the family out of penurious conditions. Considering the above, the following candidate has been unanimously considered by the Committee to be *Unfit* candidate for the appointment of the post of Tax Assistant/Stenographer on compassionate grounds:

S.No.	Name of the applicant	Earning Member	Amount of Income (per month)
1	Supriya G. Chavan	Mother	85,000 (working in Western railways)

4.2. Shri Vinod S Shetye, has represented vide letter dated 19.06.2024, requesting for correction of points in respect of family pension. He has submitted that points have been awarded on the basis of family pension of Rs.13,140/- which includes DA also whereas in the list, it has been mentioned as pension without DA and therefore, lesser points were awarded in the point matrix. Accordingly, he requested that points may be awarded considering basic family pension of Rs.9,000/- only.

The Committee observed that in every case of the applicant where family pension has been received, family pension has been taken as per the amount of family pension received or monthly amount received under NPS which also reflects in the bank statement provided by the applicant. Also, in the format of the Inspector's report, the amount of family pension has been mentioned as 'basic family pension'. However, it is not specified that it should be inclusive of DA or not. As such, the Committee decided not to allow the request of the applicant and to adopt the points allotted in the point matrix as per the family pension including DA of Rs.13,140/-.

4.3 In the case, of **Kashish A. Desai**, W/o Late Shri Ashish Dilip Desai, MTS, a letter was given and the summary of the case is mentioned below:

"Smt. Dipali Dilip Desai has submitted that she was dependent on her husband Dilip Gangaram Desai. On his demise in the year 2016, her son Ashish Dilip Desai got appointment on compassionate grounds who also expired on 23rd July, 2023. Accordingly, she gave her NOC in favour of her daughter-in-law Ms. Kashish A. Desai (applicant). However, her daughter in law has left her alone and has also taken medical reimbursement of Rs.15 lakhs with her. She had also sold her house for her son's medical treatment. She is presently suffering from cancer and 30 radiations and 6 chemotherapies have been performed on her. She has made allegations that her daughter in law (applicant) is not looking after her and in these circumstances, she has requested to for help."

The Committee observed that the Mother-In-Law has already given NOC to the applicant and applicant has also given an undertaking that she will take care of the family and in the event of not doing so, her appointment may be terminated forthwith. Now Smt. Dipali Dilip Desai through her letter has merely asked for the help and the application does not mention that she is withdrawing the NOC given to her daughter-in-law. Thus, the NOC given

by Smt. Dipali Dilip Desai is still in force. In view of the same, the representation of the mother-in-law of the applicant Smt. Dipali Dilip Desai is treated as disposed off.

4.4 Shri Vedant Santosh Patil, has represented vide letter dated 20.06.2024 that his mother is not receiving any family pension as yet. The applicant has requested to consider the same and increase his point.

The Committee observed that the service book of the deceased official needs to be updated and forwarded to the Pension Cell for processing the family pension and other terminal benefits of the deceased employee. Since applicant has not submitted any documents for the processing of the terminal benefits, the points on this aspect are awarded accordingly. Hence, the Committee decided that no change in points is to be made in this aspect.

4.5 In the case of Shri Romulus Mahesh Shirke, the mother of the applicant Mrs. Liza Mahesh Shirke, vide letter dated 20.06.2024 has requested that the application of her son may be reconsidered on the grounds that she is medically unfit and is going to retired within two years.

The Committee observed that the applicant had applied for the post of Stenographer in the RY 2022. The application of the applicant was rejected on the grounds that the income earned by the family has been well above the level to provide a means of livelihood to the family and to keep the family out of penurious conditions. Considering the above, the candidate **Shri Romulus Mahesh Shirke** was unanimously considered by the committee to be *Unfit* candidate for the appointment on compassionate grounds.

The Committee observed that the applicant's application for compassionate appointment with regard to the death of his father Mr. Mahesh V. Shirke for Recruitment Year 2022 was already considered and disposed off. Accordingly, the Committee has decided that since the opportunity has already been availed, the application of the applicant may be rejected and closed with information to the applicant.

5. The list of **57** applications determined that 10 applications were prima facie ineligible on the ground of "no NOC/no enquiry report/application withdrawn/delayed Applications/".

6. There are **47 candidates** as per the applications received till the cut-off date of 31st of March 2024 in respect of the aforesaid R.Y. comprising 19 Graduates and 28 Non-Graduates.

7. In order to determine the priority of the eligible candidates, the Point-based Scheme as provided by CBDT OM No. A- 12012/09/2015-Ad-VII dated 15.04.2021 was adopted.

8. The Committee was informed that the vacancies in the cadres of TAs, Stenographers, MTS and Canteen Attendants as discussed below that can be filled under the 5% compassionate appointment quota, were as under:

	Compassionate Quota Vacancies				Total
Year/Cadres	Tax Assistants	Stenos	MTS	Canteen Attendants	
R.Y 2023	0	25	10	1	36

9. The copies of the various Office Memoranda and FAQs issued by the DoPT/ CBBT with reference to compassionate appointment were placed before the Committee. The minimum educational qualification for compassionate recruitment in the cadre of Tax Assistant is Graduation, the minimum qualification in respect of Stenographer is 12th class pass and typing/dictation skill test norm as prescribed and minimum qualification in the cadre of MTS & Canteen Attendant is 10th Standard with exception for widows and MTS trainees as per OM F.No 14014/2/2009-Estt(D) dated 3rd April 2012 (Point No.2) and (Para 6(B)(d) of OM bearing F.No.14014/1/2022-Estt.(D) dated 02.08.2022.

10. It was also informed that as per the scheme for Compassionate Appointment (Para 6(B)(a) of OM No. 14014/02/2012-Estt. (D) dated 16.01.2013 and OM bearing F.No.14014/1/2022-Estt.(D) dated 02.08.2022 of the Board, the upper age limit could be relaxed in the cases of compassionate appointments wherever necessary. The lower age limit should, however, in no case be relaxed below 18 years of age.

11.A) Recommendation in respect of appointments in the cadre of Multi-Tasking Staff (MTS) and Canteen Attendants

i) Out of eligible candidates, 11 candidates are recommended for selection by the Committee for appointment in the cadre of MTS and Canteen Attendants on compassionate grounds as per the details below:

S.No.	Names of the candidate	Date of Birth
1	Arpita Shailesh Shinde	26.09.2005
2	Siddhant Kantaram Thorat	28.04.1997
3	Nehali Satish Vesavkar	07.08.2003
4	Kalpna Vinod Lad	12.07.1984

5	Vinod S. Shetye	20.04.1977
6	Siddhant Shailendra Gamre	15.12.2002
7	Pankaj Narendra Purabiya	18.12.1992
8	Vedant Santosh Patil	22.10.1999
9	Nilesh Kashiram Jadhav	27.05.1975
10	Sarvesh Nandkumar Lad	03.10.1998
11	Ansari Zaid Ahmed	05.12.1995

ii) The Committee decided that where the points in the 100-point formula matrix of the applicants were a tie (i.e., the same), the age of the applicant should be considered. Those applicants whose date of birth is earlier shall be considered first and the name will be considered first vis-à-vis younger candidate in the merit list.

iii) Out of the above candidates, the candidate listed below, if selected as MTS is recommended for the post of 'MTS Trainee' since she do not possess the required qualification of Matriculation. The candidate will remain as MTS Trainees till she attain the educational qualification of matriculation as per O.M. No. 14014/2/2009-Estt.(D) dated 03.04.2012, for which a time limit of 5 years from the date of appointment is provided. It is noted that any other candidates found not possessing the due qualification of Matriculation subsequently, are also liable to be placed as MTS Trainees and will have to acquire duly recognized Matriculation in the prescribed time limit as per the aforementioned OM.

S.No.	Name of the candidate	Educational Qualifications	Date of birth
1	Kalpana Vinod Lad	8 th Pass	12.07.1984

iv) As per Recruitment rules, the upper age limit for the post of MTS and Canteen Attendant is 25 years (5 years relaxation for SC/ST candidates & OBC 3 years). In view of Board OM No.14014/02/2012-Estt.(D) dated 16.01.2013 - Para 6(B)(a), upper age limit could be relaxed in the cases of compassionate appointments wherever necessary. The authority competent to take a final decision for making compassionate appointment shall be competent to grant relaxation of upper age limit also for making such appointment. It is, therefore, recommended that **age relaxation** may be granted to the following candidates as their age as on the date of application is above the limits prescribed above.

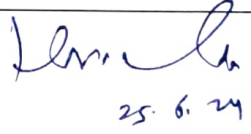
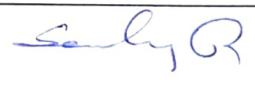
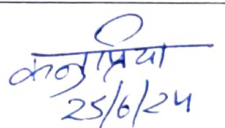
S.No.	Name of the candidate	Date of Birth	Date of application
1.	Kalpana Vinod Lad	12.07.1984	16.10.2023
2.	Vinod S. Shetye	20.04.1977	20.02.2023
3.	Pankaj Narendra Purabiya	18.12.1992	04.12.2023
4.	Nilesh Kashiram Jadhav	27.05.1975	21.02.2019

v) The committee noted that Mr. Pankaj Purabiya has applied for the post of MTS/TA/Stenographer. Since he does not fulfil the eligibility criteria for the post of Stenographer, he is recommended for the post of MTS.

11.B) Recommendation in respect of appointments in the cadre of Stenographer:

The committee noted that there are **three** eligible applicants viz. **Smt. Priya Kumari, Smt. Kashish A. Desai and Shri Nischit Thatte** for the post of Stenographer and in view of the clarification received from the DGIT (HRD), the Committee has recommended that if these applicants pass the test prescribed for Stenographer, then only they will be eligible for appointment on Compassionate Grounds for the post of Stenographer Grade II. Vide letter in F.No.HRD/CM/122/8/2011-12/319 dated 18.04.2022, it was clarified that the Regional Computer Centre, Mumbai [now CIT(CO)] under the control of CIT(Admn.&TPS), Mumbai on behalf of the Pr.CCIT(CCA), Mumbai be the nodal agency for conducting the said Skill Test. In view of the above clarification received from the DGIT(HRD), the Committee has decided that if the above-mentioned applicants pass the **test prescribed for Stenographer**, then only they will be eligible for appointment on Compassionate Grounds for the post of Stenographer Grade II. **Smt. Priya Kumari, Smt. Kashish A. Desai and Shri Nischit Thatte** are recommended for appointment to the post of Stenographer on Compassionate Grounds contingent on the condition that they pass the test prescribed for a stenographer.

12. The meeting ended with the vote of thanks to the chair. The chairperson also thanked the Co-Chairperson and Members for taking active part in deliberations.

i.	Shri Krishna Kumar Mishra Pr. Commissioner of Income Tax- 42, Mumbai.	Chairperson	 25.6.24
ii.	Shri Sandeep Raj Commissioner of Income Tax (IT)-2, Mumbai	Co-Chairperson	
iii.	Mrs Kanupriya Damor, Addl. Commissioner of Income Tax, Range-5(2), Mumbai.	Member	 25/6/24

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iv.	Shri Mehul Jain Addl. Commissioner of Income Tax (TP)-2(3), Mumbai.	Member	M. J. F. 25/6/24
v.	Shri Rakesh Chintagumpula Dy. Commissioner of Income Tax, IT- 4(1)(1), Mumbai.	Member	R. K. 25/06/24
vii.	Shri Giridharan Srinivasan Dy. Commissioner of Income Tax (HQ), Service Litigation, Mumbai.	Member	G. S. 25/6/24
viii	Dy. Commissioner of Income Tax (HQ) Personnel, Mumbai. (Dr. Ashish A. Kate)	Member Secretary	A. A. K.