

Ref. No. LIC/COMP/2024/003

Dated: 25.10.2024

NOTIFICATION

(Compassionate Appointment)

1. It is notified that the Committee constituted by the Governing Body of the College vide Resolution No.2.5 dated 7th August, 2023 to examine the case(s) for appointment on compassionate ground has submitted its report.
2. As mandated in the rule for compassionate appointment, 02 (Two) posts were identified to be filled by compassionate appointment as per the vacancy positions advertised vide College Advertisement No. LIC/Non-Teaching/Adv/2023/01 dated 14.03.2023. The 02 (Two) posts were calculated as per details mentioned at (Annexure-II).
3. On the basis of this advertisement a notice was put on the college website on 10.07.2023 for inviting applications from eligible candidates for consideration of their requests for appointment under compassionate basis on or before 31.08.2023. In response to this notice, 13 (Thirteen) applications were received upto 31.08.2023 in the College (Annexure-III).
4. The College invited applications from eligible candidates. Further, the notice inviting applications was also notified on the website. The Committee examined the applications so received on the basis of following criteria:
 - 4.1 The applications submitted by the applicants from 10.07.2023 to 31.08.2023 were screened by the Committee.
 - 4.2 The eligibility conditions of age, dependency, educational qualifications etc. of the applicant is considered in accordance with the general rules viz. pension rules, establishment rules on the subject accordingly.

- 4.3 The dependency of the applicant on the deceased was considered as on the date of the death of the regular employee of the College. Accordingly, the son/daughter so considered should have been dependent on the date of death of the employee.
- 4.4 In accordance with DOP&T's No.14014/02/2012-Estt(D) dated 25th February, 2015, the committee considered cases of married son as dependant on the deceased to take care of the dependant family member of the deceased in case the spouse of the deceased employee has not applied /was not eligible.
- 4.5 The widowed / divorced daughter(s) were considered eligible only if she were the dependent family member of the deceased employee at the time of his/her death. However, the married daughter as on 31.08.2023 has been considered not dependent.
- 4.6 In cases where no present dependent family member existed, i.e., the spouse also expired subsequently, and the children are not covered under the dependent family definition presently, the cases were screened.
- 4.7 To assess the applicant's financial destitution, the Committee has referred to the Point Based Merit System (PBMS) (Annexure-I) adopted by the University of Delhi to award weightage points in accordance with the guidelines of the DoPT considering the notifications of various Government Department(s) like Department of Posts, Ministry of IT, CBIC.
- 4.8 The Committee did not calculate the marks in respect of the applicant(s) found 'not eligible' on the parameters prescribed in accordance with the Recruitment Rules/Statutes/Ordinances of the University / DoPT instructions.
- 4.9 The Committee considered all the 13 (Thirteen) cases presented before it, and after detailed deliberations/discussions based on the rules/guidelines, finalized two lists of the applicants as given below:
- 4.9.1 'Provisionally Eligible' 09 applicants (Annexure-IV) awarded points in the order of merit.

4.9.2 'Not eligible' 04 applicants in accordance with the Recruitment Rules/Guidelines and therefore merit points not awarded.

4.10 In view of above, the following is also brought to the notice of all concerned:

4.10.1 The offer of compassionate appointment should be issued to the 'Provisionally Eligible' applicants based on the total highest weightage points obtained in the order of merit in accordance with the relevant recruitment rules of the post(s) subject to submission of requisite documents/records and due verification of the documents and their character and antecedents as per requirement.

4.10.2 Further, the claim of applicants up to the cutoff date of 31.08.2023 who are not eligible for awarding the merit based weightage points would be treated as settled/closed and will not be considered further.

4.11 The above information and Annexure(s) are notified herewith for information of the stakeholders.

(Encl.: Annexure-I, II, III, IV & V)



DIRECTOR
Lady Irwin College



ANNEXURE-I

ANNEXURE - A

Sub:- Scheme for compassionate appointment - Relative merit points and revised procedure for selection.

1. Family Pension (Basic excluding DA & Allowances)

(20 points)

Sr.No.	Slabs	Weightage Points
1.	Upto Rs. 9,000	20
2.	09,001 - 11,500	18
3.	11,501 - 14,000	16
4.	14,001 - 16,500	14
5.	16,501 - 19,000	12
6.	19,001 - 21,500	10
7.	21,501 - 24,000	08
8.	24,001 - 26,500	06
9.	26,501 - 29,000	04
10.	29,001 - 31,500	02
11.	31,501 and above	00

2. Terminal Benefits i.e. Lump sum amount received by the family of the deceased (i.e. DCR Gratuity, GPF/PPF A/c balance, Leave Encashment, CGEGIS, LIC/PLI etc.) / Lump sum Amount received under NPS etc.

(10 points)

Terminal Benefits			
For post 01.01.2016 death cases	For death cases between 01.01.2006 to 31.12.2015	For pre 01.01.2006 death cases	Weightage Points
Upto 10,00,000	Upto 4,50,000	Upto 1,00,000	10
10,00,001-11,87,500	4,50,001-5,25,000	1,00,001-1,20,000	09
11,87,501-13,75,000	5,25,001-6,00,000	1,20,001-1,40,000	08
13,75,001-15,62,500	6,00,001-6,75,000	1,40,001-1,60,000	07
15,62,501-17,50,000	6,75,001-7,50,000	1,60,001-1,80,000	06
17,50,001-19,37,500	7,50,001-8,25,000	1,80,000-2,00,000	05
19,37,501-21,25,000	8,25,001-9,00,000	2,00,001-2,20,000	04
21,25,001-23,12,500	9,00,001-9,75,000	2,20,001-2,40,000	03
23,12,501-25,00,000	9,75,001-10,50,000	2,40,001-2,60,000	02
25,00,001-26,87,500	10,50,001-11,25,000	2,60,001-3,00,000	01
26,87,501 & Above	11,25,001 & Above	3,00,001 & Above	00

Contd. from pre-page:-

3. Total Annual income of earning members from all other sources including movable/immovable property of the family (10 points)

Sr. No.	Annual Income	Weightage Points
1.	Nil	10
2.	1 - 1,05,000	08
3.	1,05,001 - 1,35,000	06
4.	1,35,001 - 1,65,000	04
5.	1,65,001 - 1,95,000	02
6.	1,95,001 and above	00

Note: To be verified from the documents (like, bank statement, ITR, certificate from Revenue Authorities) and affidavit produced by the applicant and verified by the Establishment Branch.

4. Left over service (15 points)

Left over service of deceased	Weightage Points	Left over service of deceased	Weightage Points	Left over service of deceased	Weightage Points
Upto 02 years	01	Upto 12 years	06	Upto 22 years	11
Upto 04 years	02	Upto 14 years	07	Upto 24 years	12
Upto 06 years	03	Upto 16 years	08	Upto 26 years	13
Upto 08 years	04	Upto 18 years	09	Upto 28 years	14
Upto 10 years	05	Upto 20 years	10	Upto 30 years	15

5. No. of dependents (15 points)

Sr. No.	No. of Dependents	Weightage Points
1.	1	05
2.	2	10
3.	3 and above	15

6. No. of unmarried daughters (15 points)

Sr. No.	No. of unmarried daughters	Weightage Points
1.	None	00
2.	1	05
3.	2	10
4.	3 and above	15

7. No. of minor children/Unmarried Sister or Brother of deceased (15 points)

Sr. No.	No. of minor children/Unmarried Sister or Brother of deceased	Weightage Points
1.	None	00
2.	1	05
3.	2	10
4.	3 and above	15

Contd...

Contd. from pre-page:-

**8. Unmarried / dependent major son i.e. physically and mentally challenged
(without age limit)**

(5 points)

Sr. No.	No. of Unmarried Major Son/dependent Major son	Weightage Points
1.	1	03
2.	2	04
3.	3 and above	05

Note: To be verified from service record, single status certificate / affidavit notarized by District Magistrate or Sub-Divisional Magistrate produced by the applicant and verified by Establishment Branch. The disability as defined by DoPT for reservation for persons with Disabilities from time to time for appointment in Central Government will be ensured. Related certificates to be obtained accordingly.

(Total 105 points)

Important Notes:-

1. (a) If any applicant found 'not eligible' on the parameters prescribed in DoPT Instructions and/or in accordance with the Recruitment Rules/Ordinance/Statutes/Regulations of the University; (b) and also in cases where overall income of the family is more than 8 lakh per annum, the application(s) will not be considered further and no merit points/marks will be calculated for such candidate(s).
2. If it is found at any stage that the candidate/dependent has given incomplete or blank information/entry in the application form/enclosures, 'Zero' marks will be awarded on such parameter(s). In addition, if the incomplete/blank entry results in inappropriate financial assessment viz. income, employment, etc. the candidature will be summarily rejected.
3. Tie-breaking procedure:-
 - a) While applying 105 points scale parameters, if situation arises that some candidates secure equal marks in merit point the preference would be given to the widowed applicant.
 - b) Further, in case of tie again, the tie breaking factor can be per dependent available income i.e., total of first three financial parameters (Pension-annualized, total terminal benefits and annual income of earning members and income from property) divided by total number of dependents. The lesser the per dependent available income, the higher the rank amongst the applicants whose scores had a tie.
 - c) In case of tie even after applying the factor of per dependent available Income, then the left-over service of the deceased. 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 daughter(s). In case of tie even then, the next factor will be age of the applicant, the elder applicant be given preference.

ANNEXURE - II

Vacancy Position depicting from the College Advertisement Ref. No.:
LIC/Non-Teaching/Adv/2023/01 Dated: 14.03.2023

Name of the Post	UR	EWS	SC	ST	OBC	PwBD	Total Vacant Post	Pay Level
Assistant	01	-	01	-	-	-	02	Level 4
Junior Assistant	01	01	-	-	02	-	04	Level 2
Technical Assistant	01	-	-	-	-	-	01	Level 5
Laboratory Assistant	02	-	-	-	01	01 (LD)	04	Level 4
Laboratory Attendant	05	01	03	01	05	01 (HI)	16	Level 1
Library Attendant	01	01	01	-	02	-	05	Level 1
Total	11	03	05	01	10	02	32	5% (1.6 Round off) = 02 [Two]

ANNEXURE - III

LIST OF APPLICANTS WHO APPLIED FOR EMPLOYMENT UNDER COMPASSIONATE APPOINTMENT

S. No	Name of deceased employee	Designation	Department	DOB of deceased	Date of Death of employee	Name of applicant	DOB of applicant	Relationship with the employee	Application No.
01	Ramesh Chand Bharmoria	Lab Assistant	HDCS	04.02.1960	05.02.2008	Arun Kumar	16.07.1986	Son	13
02	Satbir Singh Solanki	Technical Assistant	DCE/ CRME	07.05.1950	01.06.2009	Jaideep Solanki	21.12.1984	Son	02
03	Pratap Singh Rawat	Lab Attendant	Chemistry	12.02.1966	15.11.2010	Vineet Singh Rawat	08.02.1993	Son	03
04	Suresh Kumar	Lab Assistant	FAS	12.10.1957	10.10.2012	Shweta	03.07.1998	Daughter	12
05	Chander Singh Rawat	Lab Assistant	FAS	20.07.1970	02.02.2015	Raman Singh Rawat	30.07.1999	Son	01
06	Sandeep Solanki	Lab Attendant	FN	10.12.1975	21.09.2016	Chitra Solanki	05.08.1996	Daughter	10
07	Vinod Kumar III	Lab Assistant	DCE	15.02.1968	15.01.2021	Divya	17.04.1996	Daughter	11
08	Dabal Singh Rawat	Hostel Bearer	Hostel	27.10.1983	01.05.2021	Pooja Rawat	13.05.1984	Wife	05
09	Sunil Kumar	Lab Attendant	DCE	30.03.1965	23.09.2021	Abhimanyu	24.05.1999	Son	07
10	Ram Prasad	Animal Attendant	F&A	10.08.1952	15.06.2004	Usha	10.04.1982	Daughter	08
11	Attar Singh	Safai Karamchari	Hostel	15.05.1947	01.05.2006	Mange Ram	10.03.1981	Son	04
12	Raj Kumar	Lab Assistant	F&A	13.04.1964	09.06.2017	Amit	02.07.1991	Son	09
13	Gore Lal	Cook	Hostel	26.10.1962	26.05.2021	Sumit Kumar	29.10.1986	Son	06

ANNEXURE - IV

List of 09 'Eligible' Applicants awarded with Merit Points in order of merit

S. No.	Name of deceased employee	Designation	Department	DOB of deceased	Date of Death of employee	Name of applicant	DOB of applicant	Relationship with the employee	Merit Points
01	Pratap Singh Rawat	Lab Attendant	Chemistry	12.02.1966	15.11.2010	Vineet Singh Rawat	08.02.1993	Son	72
02	Dabal Singh Rawat	Hostel Bearer	Hostel	27.10.1983	01.05.2021	Pooja Rawat	13.05.1984	Wife	59
03	Sunil Kumar	Lab Attendant	DCE	30.03.1965	23.09.2021	Abhimanyu	24.05.1999	Son	53
04	Sandeep Solanki	Lab Attendant	FN	10.12.1975	21.09.2016	Chitra Solanki	05.08.1996	Daughter	51
05	Chander Singh Rawat	Lab Assistant	FAS	20.07.1970	02.02.2015	Raman Singh Rawat	30.07.1999	Son	49
06	Satbir Singh Solanki	Technical Assistant	DCE/CRME	07.05.1950	01.06.2009	Jaideep Solanki	21.12.1984	Son	44
07	Suresh Kumar	Lab Assistant	FAS	12.10.1957	10.10.2012	Shweta	03.07.1998	Daughter	43
08	Vinod Kumar III	Lab Assistant	DCE	15.02.1968	15.01.2021	Divya	17.04.1996	Daughter	41
09	Ramesh Chand Bharmoria	Lab Assistant	HDCS	04.02.1960	05.02.2008	Arun Kumar	16.07.1986	Son	37

ANNEXURE - V

List of Applicants 'Not Eligible'

S. No.	Application No.	Name of deceased employee	Designation	Department	DOB of deceased	Date of Death of employee	Name of applicant	DOB of applicant	Relationship with the employee	REMARKS
01	08	Ram Prasad	Animal Attendant	F&A	10.08.1952	15.06.2004	Usha	10.04.1982	Daughter	Married daughter
02	04	Attar Singh	Safai Karamchari	Hostel	15.05.1947	01.05.2006	Mange Ram	10.03.1981	Son	Not dependant on the date of death of employee
03	09	Raj Kumar	Lab Assistant	F&A	13.04.1964	09.06.2017	Amit	02.07.1991	Son	Not dependant on the date of death of employee
04	06	Gore Lal	Cook	Hostel	26.10.1962	26.05.2021	Sumit Kumar	29.10.1986	Son	Not dependant on the date of death of employee