

कालिंदी महाविद्यालय
KALINDI COLLEGE

(दिल्ली विश्वविद्यालय University of Delhi)



अनुकंपा नियुक्ति पर कॉलेज के शासी निकाय द्वारा
गठित समिति की रिपोर्ट

**REPORT OF THE COMMITTEE CONSTITUTED
BY THE GOVERNING BODY OF THE
COLLEGE FOR APPOINTMENT ON
COMPASSIONATE GROUNDS**

15 सितम्बर, 2025
SEPTEMBER 15, 2025

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REPORT OF THE COMMITTEE

A Committee was constituted by the Governing Body in its 249th Meeting of Kalindi College, University of Delhi vide Resolution No.11 dated 20th March, 2025 for scrutiny of applications received for appointment on compassionate grounds.

The committee consisted of the following members:

1. Prof. Manoj Kumar Singh - Chairperson Screening Committee and GB Nominee, Kalindi College, University of Delhi
2. (Mr.) Pawan Sameer Lakra - Assistant Registrar (Faculty of Arts) University of Delhi
3. Prof. Ruchi Tyagi - GB Nominee for screening of applications, Kalindi College, University of Delhi
4. (Mr.) Satish Kumar - Assistant Consultant - CONVENER for screening of applications, Kalindi College, University of Delhi

1. Schedules of Meetings:

The Committee held series of meetings to review the applications at the college level on 01.08.2025, 22.08.2025, 26.08.2025, 03.09.2025 and 15.09.2025 during which the committee liaised and coordinated with the various offices of the College.

2. Proceedings:

2.1 The DoPT instructions/Govt of India norms vide E.C. Resolution No. 125 dated 25.03.2013 has been adopted by the College and subsequent notifications on the matter issued by the DoPT/ Govt of India vide O.M. No. 43019/9/2019-Estt.(D) dated 23.08.2021 regarding Point Based Merit System (PBMS) adopted vide E.C. Resolution No. 39

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dated 08.12.2022 have been taken into consideration as available on the University website link:

https://www.du.ac.in/uploads/new-web/29122022_Appendix-138.pdf

The important extracts of the provisions are reproduced below:

Para 2. Dependent family members -

(A) of a Government servant who -

- (a) dies while in service (including death by suicide); or
- (b) is retired on medical grounds under Rule 2 of the CCS (Medical Examination) Rules 1957 or the corresponding provision in the Central Civil Service Regulations before attaining the age of 55 years (57 years for erstwhile Group 'D' Government servants); or
- (c) is retired on medical grounds under Rule 38 of the CCS (Pension) Rules, 1972 or the corresponding provision in the Civil Service Regulations before attaining the age of 55 years for erstwhile Group 'D' Government servants); or

Para 4. Posts To Which Such Appointment Can Be Made
Group 'C' Posts against the direct recruitment quota.

Para 5. Eligibility

- The family is indigent and deserves immediate assistance for relief from financial destitution; and
- Applicant for compassionate appointment should be eligible and suitable for the post in all respects under the provisions of the relevant Recruitment Rules.

Para 6. (B) Relaxations

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.

Note 1 Age eligibility shall be determined with reference to the date of application and not the date of appointment;

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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 the matter of exemption from the requirement of passing the typing test those appointed on compassionate grounds to the post of Lower Division Clerk will be governed by the general orders issued in this regard;
- By the CS Division of the Department of Personnel and Training if the post is included in the Central Secretariat Clerical service; or
- By the Establishment Division of the Department of Personnel and Training if the post is not included in the Central Secretariat Clerical Service.

Para 7. Determination /Availability of Vacancies

(b) Compassionate appointment can be made upto a maximum of 5% of vacancies of falling under direct recruitment quota in any Group 'C' post. The appointing authority may hold back upto 5% of vacancies in the aforesaid categories to be filled by direct recruitment through staff Selection Commission or otherwise so as to fill such vacancies by appointment on compassionate grounds. A person selected for appointment on compassionate grounds should be adjusted in the recruitment roster against the appropriate category viz. SC/ST/OBC/General depending upon the category to which he belongs. For example, If he belongs to SC category he will be adjusted against the SC reservation point, if he is ST/OBC he will be adjusted against ST/OBC point and if he belongs to General category he will be adjusted against the vacancy point meant for General Category.

XXXXXXX

(d) The ceiling of 5% of direct recruitment for making compassionate appointment should not be exceeded by utilizing any other vacancy e.g. sports quota vacancy.

XXXXXXX

(f) Calculation of vacancies by grouping of posts for small offices/cadres: Grouping of posts in small Offices/Cadres for the purpose of calculation of vacancies for appointment on compassionate grounds is allowed. Consequently, Group 'C' posts in which there are less than 20

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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. For the purpose of calculation of vacancies for compassionate appointment, fraction of a vacancy either half or exceeding half but less than one may be taken as one vacancy. (Para 2 and 3 of O.M. No.14014/24/1999-Estt.(D) dated 28.12.1999)

(g) Liberalized method of calculation of vacancies for small Ministries/ Departments:

The small Ministries/Departments may apply a more liberalized method of calculation of vacancies under 5% quota for compassionate appointment. The small Ministries/Department, for the purpose of these instructions, are defined as organizations where no vacancy for compassionate appointment could be located under 5% quota for the last 3 years. Such small Ministries/Departments may add up the total of DR Vacancies in Group 'C' and erstwhile Group 'D' posts (excluding technical posts) arising in each year for 3 or more preceding years and calculate 5% of vacancies with reference to the grand total of vacancies of such years, for locating one vacancy for compassionate appointment. This is subject to the condition that no compassionate appointment was/has been made by the Ministries/Departments during 3 years or number of years taken over and above 3 years for locating one vacancy under 5% quota. (Para 4 of O.M. No. 14014/3/2015-Estt.(D) dated 09.10.2006.

(h) The Compassionate appointment can also be made against technical 'post' at Group 'C' and erstwhile Group 'D' level. The 5% quota of vacancies will be calculated on the basis of total DR vacancies arising in a year in the technical posts. (Para 2 of O.M. No. 14014/32005-Estt.(D) dated 19.01.2007.

Para 8. Time limit for considering applications for compassionate appointment:

Prescribing time limit for considering applications for compassionate appointment has been reviewed vide this Department O.M. No. 14014/3/2011-Estt.(D) dated 26.07.2012. Subject to availability of a vacancy and instructions on the subject issued by this Department and as amended from time to time, any application for compassionate appointment is to be considered without any time limit and decision taken on merit in each case.

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Para 9. Belated Requests For Compassionate Appointment

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. Therefore, examination of such cases would call for a great deal of circumspection. The decision to make appointment on compassionate grounds in such cases may, therefore, be taken only at the level of the Secretary of the Department/ Ministry concerned.

Whether a request for compassionate appointment is belated or not may be decided with reference to the date of death or retirement on medical ground of a Government servant and not the age of the applicant at the time of consideration.

The onus of examining the penurious condition of the dependent family will rest with authority making compassionate appointment (Para 4 of O.M. No.14014/32011-Estt.(D) dated 26.07.2012).

Para 11. Where There is an Earning Member:

In deserving cases even where there is already an earning member in the family, a dependent family member may be considered for compassionate appointment with prior approval of the Secretary of the Department/Ministry concerned who, before approving such appointment, will satisfy himself that grant of compassionate appointment is justified having regard to number of dependents assets and liabilities left by the Government servant, income of the earning member as also his liabilities including the fact that the earning member is residing with the family of the Government servant and whether he should not be a source of support to other members of the family.

In cases where any member of the family of the deceased or medically retired Government servant is already in employment and is not supporting the other members of the family of the Government servant, extreme caution has to be observed in ascertaining the economic distress of the members of the family of the Government servant so that the facility of appointment on

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compassionate ground is not circumvented and misused by putting forward the ground that the member of the family already employed is not supporting the family.

Para 13. Procedure

(E.No. 43019/9/2019-Estt(D) GOI, DoPT O.M. Dated 23rd August, 2021

Sub: Consolidated Instructions on compassionate appointment - **Replacement of Para 13 - regarding**) - existing Para 13 of OM dated 16.1.2013 stands substituted as follows:

X X X X X X X

Sub Para (xiii) The result of each round of selection should be communicated to the Applicants. The points awarded against each parameter alongwith total merit points earned, should be provided to the Applicants through email or other forms of communication.

X X X X X X X

(xv) Recommendation of the Committee should be placed before the competent authority for a decision. If the competent authority disagrees with the committee's recommendation, the case may be referred to the next higher authority for a decision.

Para 14. Undertaking for maintenance of the family of the deceased employee

A person appointed on compassionate grounds under the scheme should give an undertaking in writing (as in Annexure) that he/she will maintain properly the other family members who were dependent on the Government servant/ member of the Armed Forces in question and in case it proved subsequently (at any time) that the family members are being neglected or are not being maintained properly by him/her, his/her appointment may be terminated forthwith. The question of its legal enforceability has been examined in consultation with the Ministry of Law (Department of Legal Affairs) and it has been decided that it should be incorporated as one of the additional conditions in the offer of appointment applicable only in the case of appointment on compassionate grounds (O.M. No. 14014/16/1999-Estt.(D) dated 20.12.1999.).

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[Signature]

Para 15. Request For Change In Post/Person

When a person has been appointed on compassionate grounds to a particular post; the set of circumstance, which led to such appointment, should be deemed to have ceased to exist. Therefore, --

- (a) he/she should strive in his/her career like his/her colleagues for future advancement and any request for appointment to any higher post on considerations of compassion should invariably be rejected.
- (b) an appointment made on compassionate grounds cannot be transferred to any other person and any request for the same on considerations of compassion should invariably be rejected.

Para 17. Termination of Service

The compassionate appointment can be terminated on the ground of non-compliance of any condition stated in the offer of appointment after providing an opportunity to the compassionate appointee by way of issue of show cause notice asking him/her to explain why his/her services should not be terminated for non-compliance of the condition(s) in the offer of appointment and it is not necessary to follow the procedure prescribed in the Disciplinary Rules/ Temporary Service Rules for this purpose.

In order to check its misuse, it has also been decided that this power of termination of services for non-compliance of the condition(s) in the offer of compassionate appointment should vest only with the Secretary in the concerned administrative Ministry/Department not only in respect of persons working in the Ministry/Department not only in respect of persons working in the Ministry/Department proper but also in respect of Attached/ Sub-ordinate offices under that Ministry/Department (O.M. No. 14014/19/2000-Estt.(D) dated 24.11.2000).

Para 18. General

(a) Appointments made on grounds of compassion should be done in such a way that persons appointed to the post do have the essential educational and technical qualifications and experience required for the post consistent with the requirement of maintenance of efficiency of administration.

(b) It is not the intention to restrict employment of a family member of the deceased or medically retired (erstwhile) Group 'D' Government servant to an erstwhile Group 'D' post only. As such, a family member of such erstwhile Group 'D' Government servant can be appointed to a Group 'C'

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post for which he/she is educationally qualified, provided a vacancy in Group 'C' Post exists for this purpose.

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(e) Requests for compassionate appointment consequent on death or retirement on medical grounds of erstwhile Group 'D' staff may be considered with greater sympathy by applying relaxed standards depending on the facts and circumstances of the case.

- 2.2 The committee reviewed all applications of compassionate appointment in terms of College Notification dated 24.06.2025 and noted the information desired from the applicants in order to examine the request for consideration appointment. Further, individual communication were sent to each applicant to submit the desired updated information with duly supported documents upto 05.07.2025 vide College Notification No. [KC/ dated 24.06.2025](#).
- 2.3 To assess and recommend the list of eligible applicants for consideration on compassionate grounds, the committee sought verification from the Administration and Accounts branches/offices of the College to ascertain the updated information as far as possible wherever required.
- 2.4 Out of 03 applicants, only 02 applicants responded and 01 did not respond. As a result, total 02 cases were considered by the committee.
- 2.5 The committee considered the cases of applicants where the deceased employee's death occurred upto 31.12.2024.
- 2.6 The vacancy positions were considered as provided by the Administration Branch and advertised by the College vide Advertisement No. [KC/Advt/NTS/2021-22/02 dated 31.12.2021](#).
- 2.7 The appointments on compassionate grounds are to be considered only for 5% of the posts of Group 'C'/erstwhile Group 'D' positions on direct recruitment posts in accordance with the DoPT guidelines.
- 2.8 The table of vacancy positions depicting the College advertisement and administration branch data is attached at **Annexure-II**.

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- 2.9 The committee adopted Point Based Merit System (PBMS) of the University to award weightage points in accordance with the latest guidelines of the DoPT considering the notifications of various Govt. Departments like Dept. of Posts, Ministry of IT, CBIC, to assess the applicant's financial destitution. The opted Point Based Merit criteria enclosed at Annexure-I.
- 2.10 The committee considered the eligibility conditions of age, dependency, educational qualifications etc. of the applicant in accordance with the general rules viz. pension rules, establishment rules on the subject accordingly.
- 2.11 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 should be dependent on the date of death.
- 2.12 The committee assigned points for calculation of total weightage points based on the updated information provided by the applicant. The committee made its best efforts to scrutinize and arrive at the appropriate marking, as the cases are long pending, by obtaining all possible records from administration and accounts branch.
- 2.13 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 including the applicants not responded as per the prescribed format.
- 2.14 The clause of appointment as 'Trainee' for candidates who do not have the eligibility criteria for appointment at lowest level has not been considered in accordance with DoPT O.M. No.14014/02/2012-Estt.(D) dated 16.01.2013 on subject: Consolidated Instructions on Compassionate Appointment - regarding. University Circular Ref. No. Estab.II(i)/038/1990/1 dated 06.03.2013 reported and recorded vide E.C. Resolution No.125 dated 25.03.2013. Further, there is no provision for such relaxed appointment(s) in the Recruitment Rules of the University of Delhi.

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2.15 The committee submits its recommendations on all the 02 cases submitted before it in totality as on date. The applications which are not eligible and/or not found suitable for awarding the merit based weightage points may be treated as settled/closed.

3. Recommendations:

3.1 The committee considered all the cases presented before it, and after detailed deliberations/discussions based on the rules/guidelines, finalized three lists of the applicants, as given below:

- 3.1.1 The list of applicants who had applied for employment under compassionate appointment (**Annexure-III**).
- 3.1.2 List of 02 'Eligible' applicants who were awarded merit points in order of merit (**Annexure-IV**).
- 3.1.3 Total 03 applications received (out of which 01 candidate was found ineligible as he neither responded nor submitted any documents in support of his eligibility by the due date, i.e. 05.07.2025), hence any merit points were not awarded to the third applicant in accordance with the Guidelines (**Annexure-V**).

3.2 The offer for compassionate appointment may be issued based on the total highest weightage points obtained in the order of merit, on the appropriate Group 'C' direct recruitment post(s) in accordance with the relevant Recruitment Rules of the post(s) as per the list enclosed at **Annexure-IV**. The award of relative points and tie-breaking criteria is given in the 'Important Notes' of the Point Based Merit criteria enclosed at **Annexure-I**.

3.3 The Committee unanimously recommends that the eligible applicants as given in **Annexure-IV** (para 3.1.2 above) in the order of merit, be considered for compassionate appointment against 5% of the direct recruitment vacancies available upto 31.12.2021 on suitable post, subject to submission and verification of antecedents, requisite records/document and eligibility of the applicant.

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3.4 In case where the offer of appointment is made, the applicant should submit all documents pertaining to the particulars of all family members of the applicant(s) and the same should be verified with the original documents and self-attested copies of the same should be submitted by the applicant.


(Mr. Satish Kumar)


(Prof. Ruchi Tyagi)


(Mr. P.S. Lakra)


(Prof. Manoj Kumar Singh)

ANNEXURE-I

MH/2016/10-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.:
KC/Advt/NTS/2021-22/02 dated 31.12.2021

| Name of the Post | Pay Level | Age | No. of Posts | Category of the Post | | | | | |
|---|--------------------------------|-----|--------------|----------------------|-----|----|----|-----|---------|
| | | | | UR | EWS | SC | ST | OBC | PwBD |
| Administrative Officer | 10 | 35 | 01 | 01 | - | - | - | - | - |
| Senior Personal Assistant | 10 | 35 | 01 | 01 | - | - | - | - | - |
| Posts utilised to determine 5% seats for appointment under Compassionate Appointment as per the DOPT / University norms | | | | | | | | | |
| Jr. Assistant | 02 | 27 | 02 | -- | 01 | -- | 01 | - | - |
| Tabla Accompanist | 04 | 45 | 01 | 01 | - | - | - | - | - |
| Semi Professional Assistant | 05 | 30 | 01 | 01 | - | - | - | - | - |
| Laboratory Assistant | 04 | 30 | 02 | 02 | - | - | - | - | - |
| Library Attendant | 01 | 30 | 08 | 04 | - | 01 | 01 | 01 | 01 (HI) |
| Laboratory Attendant | 01 | 30 | 11 | 06 | 01 | 01 | 01 | 02 | - |
| Total | 5% (1.25 Round off) = 02 [Two] | | 25 | 14 | 02 | 02 | 03 | 03 | 01 |

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 | Rakesh Kumar | Office Attendant | Office | 17.04.1963 | 12.10.2015 | Kusum Lata | 10.01.1970 | Spouse | 808/7.7.25 |
| 02 | Satyabir Singh | Lab Attendant | Chemistry | 20.08.1968 | 26.09.2012 | Suman | 15.07.1978 | Spouse | 809/ 7.7. 25 |
| 03 | Anand Singh Bisht | Sr. Lab Assistant | Physics | | 20.01.2023 | Kartik Bisht (Thru his mother Ms. Devishree Bisht, a Govt. employee) | 28.02.2001 | Son | Request received thru email only; Thu, Dec 5, 2024 at 10:09 AM |

ANNEXURE - IV

List of 02 '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 | Satyabir Singh | Lab Attendant | Chemistry | 20.08.1968 | 26.09.2012 | Suman | 15.07.1978 | Spouse | 61 |
| 02 | Rakesh Kumar | Office Attendant | Office | 17.04.1963 | 12.10.2015 | Kusum Lata | 10.01.1970 | Spouse | 46 |

Both the applicants submitted their request for employment in the College since past years. Keeping in view their financial hardships they were employed in the College on daily wages / contractual basis and still continuing their services as on date in the same capacity.

PBMS Details of above Annexure - IV:-

| S.No. | Family Pension | Terminal Benefits | Annual Family Income / Property Income | Left Over service of deceased | No. of dependent | No. of unmarried daughter | No. of minor children | Physically or mentally challenged dependent | Total Points | Category and Educational Qualification |
|-----------------|----------------|-------------------|--|-------------------------------|------------------|---------------------------|-----------------------|---|--------------|--|
| Max. Marks → | 20 | 10 | 10 | 15 | 15 | 15 | 15 | 05 | 105 | |
| S.No.↓ | | | | | | | | | | |
| 01. | 20 | 10 | 00 | 06 | 15 | 10 | 00 | 00 | 61 | 10 th OBC |
| 02. | 20 | 10 | 00 | 06 | 05 | 05 | 00 | 00 | 46 | 10 th SC |

Satyabir Singh

Mr. Raj

Ruchi

ANNEXURE - V

List of Applicant 'Not Eligible'

| S. No. | Application No. | Name | Designation | Department | DOB of deceased | Date of Death of employee | Name of applicant | DOB of applicant | Relationship with the employee | REMARKS |
|--------|-----------------|-------------------|------------------|------------|-----------------|---------------------------|--|------------------|--------------------------------|--|
| 01 | 00 | Anand Singh Bisht | Sr Lab Assistant | Physics | - | 21.01.2023 | Kartik Bisht (Mother's name: Devishree Bisht) | 28.02.2001 | Son | Not applied in response to Notification No. KC/ dated 24.06.2025 |

Section A :-

Number and Category of Posts

Advertisement Number – KC/Advt/NTS/2021-22/02

Kalindi College invites applications for various Non-Teaching Posts, to be filled on permanent basis, as per VIIth CPC mentioned against each post and usual allowance as per rules of University of Delhi/UGC from time to time.


| Sl. No | Name of the Post | Pay Level | Age | No. of Posts | Category of the Post | | | | | | Remarks |
|--------|-----------------------------|-----------|-----|--------------|----------------------|-----|----|----|-----|-------|---------|
| | | | | | UR | OBC | SC | ST | EWS | PwBD | |
| 1 | Administrative Officer | 10 | 35 | 01 | 1 | | | | | | |
| 2 | Senior Personal Assistant | 07 | 35 | 01 | 01 | | | | | | |
| 3 | Jr. Assistant | 02 | 27 | 02 | | 01 | | | 01 | | |
| 4 | Table Accompanist | 04 | 45 | 01 | 01 | | | | | | |
| 5 | Sem. Professional Assistant | 05 | 30 | 01 | 01 | | | | | | |
| 6 | Laboratory Assistant | 04 | 30 | 02 | 02 | | | | | | |
| 7 | Library Attendant | 01 | 30 | 08 | 04 | 01 | | 01 | 01 | 01 HI | |
| 8 | Laboratory Attendant | 01 | 30 | 11 | 06 | 02 | 01 | 01 | 01 | | |

UR- Unreserved, OBC-Other Backward Classes, SC-Schedule Caste, ST – Schedule Tribe, PwBD-Persons with Benchmark Disability(LD- Loco motor Disability, HI- Hearing Impaired, VI – Visually Impaired, MI- Mental Illness) (*Pay Scale as per 7th Pay Commission)

For complete details, Instructions, General Conditions, Eligibility Criteria, Scheme of Exam, and application form, please visit the college website www.kalindi.du.ac.in or Delhi University website www.du.ac.in. The prescribed application form accompanied by self-attested copies of all the required certificates must reach the college office within 21 days from the date of publishing the advertisement in **Employment Newspaper**. Those in service should apply through proper channel.

College reserves the right to fill or not to fill the above mentioned post(s). The number of posts Unreserved / reserved may increase or decrease as per DU/UGC rules. Eligibility criteria and qualification are as per the University of Delhi / UGC norms. The fee is non-refundable.

Any addendum / corrigendum shall be posted only on the college website.


Actg. Principal



KALINDI COLLEGE
(University of Delhi)



कालिन्दीमहाविद्यालय

NAAC ACCREDITED 'A+' GRADE COLLEGE

KC/

Dated: 24.06.2025

अधिसूचना

कालिन्दी कॉलेज अनुसूचा नियुक्ति के मामलों को अंतिम रूप देने की प्रक्रिया में है, जो पिछले कुछ वर्षों में कुछ तकनीकी कारणों से नहीं हो पाया था। इस संबंध में आवेदन आमंत्रित करने के लिए कॉलेज के साथ-साथ दिल्ली विश्वविद्यालय की वेबसाइट पर निम्नलिखित अपलॉड किया जा रहा है:-

1. यह पोस्टरों जिसमें आवेदकों को प्रासंगिक दस्तावेजों प्रमाण के साथ अपलॉड जानकारी प्रदान करना आवश्यक है (अनुसूचक)।।।
2. इच्छुक आवेदकों को पोस्टरों भरकर उसे प्रासंगिक दस्तावेजों प्रमाण के साथ 5 जुलाई 2025 को शाम 05:00 बजे या उससे पहले सहयोग परामर्शदाता के कार्यालय में जमा करना होगा।
3. निम्नलिखित पहले पोस्टरों भरा है, उन्हें भी इसे फिर से भरना होगा।
4. इसके अलावा यदि इस आधार पर कोई नियुक्ति की जाती है, तो यह केवल कार्मिक एवं प्रशिक्षण विभाग (डीओपीटी) द्वारा इस उद्देश्य के लिए निर्धारित केंद्र/संस्थ में ही ही जाएगी। आवेदकों और प्राप्त अपलॉड जानकारी की जांच भी जाएगी और संतुष्टि किए गए उम्मीदवारों की सूची बाद में अधिसूचित की जाएगी। निर्धारित तिथि के बाद इस संबंध में कोई भी पत्र या अनुरोधित स्वीकार नहीं किया जाएगा।

कार्यवाहक प्राचार्य

Kalindi College
Delhi University



KALINDI COLLEGE
(University of Delhi)

कालिन्दी महाविद्यालय
(दिल्ली विश्वविद्यालय)

NAAC ACCREDITED 'A+' GRADE COLLEGE



KC/

Date: 24.06.2025

NOTIFICATION

Kalindi College is in the process of finalizing the cases of compassionate appointments, which could not be done in the past few years due to certain technical reasons.

In this connection, the following is being uploaded on the College as well as University of Delhi website for inviting applications in this respect:-

1. The proforma in which the applicants are required to provide the updated information with relevant documentary proof (Annexure I)
2. The interested applicants are required to fill up the proforma and submit the same with relevant documentary proof in the office of the Assistant Consultant on or before 05.00 p.m. 5th July, 2025.
3. Those who have filled the proforma earlier will also have to fill the same again.
4. Further, appointment if any, done on this ground shall be offered only in the cadre/group prescribed by Department of Personnel & Training (DoPT) for the purpose.

The applicants and updated information received shall be scrutinized and list of shortlisted candidates shall be notified later. No further queries or representations shall be entertained in this regard after the due date.


Offg. Principal

Principal
Kalindi College
Delhi University
Delhi - 110007

KALINDI COLLEGE

**PROFORMA REGARDING EMPLOYMENT OF DEPENDENTS OF UNIVERSITY EMPLOYEE
WHILE IN SERVICE / RETIRED ON INVALID PENSION**

| | | |
|-----|--|---|
| 1. | Name of the Employee / कर्मचारी का नाम (Deceased/retired on Medical Grounds) (मृतक / चिकित्सा आधार पर सेवानिवृत्त) | |
| 2. | Father's Name / पिता का नाम | |
| 3. | Designation of the Employee / कर्मचारी का पदनाम | |
| 4. | Department / Branch विभाग/शाखा | |
| 5. | Whether it is Group 'D' or not / क्या ग्रुप 'डी' है अथवा नहीं | |
| 6. | Date of Birth of the Employee / कर्मचारी की जन्म तिथि | |
| 7. | Date of Death/retirement on Medical Grounds मृत्यु/ चिकित्सा आधार पर सेवानिवृत्ति की तिथि | |
| 8. | Total Length of Service Rendered / कुल सेवाअवधि | |
| 9. | Whether permanent or temporary / क्या स्थायी अथवा अस्थायी है | |
| 10. | Whether belonging to SC/ST/OBC / क्या अ. जा. / अ. ज. जा. / अ. पि. व. | |
| 11. | Name of the Candidate for Appointment / नियुक्ति हेतु उम्मीदवार का नाम | |
| 12. | Relationship with the Employee / कर्मचारी के साथ संबंध | |
| 13. | Gender / लिंग Male / पुरुष Female / महिला | |
| 14. | Marital Status of the applicant / आवेदक की वैवाहिक स्थिति | Married / Unmarried विवाहित / अविवाहित |
| 15. | Date of Birth (DD/MM/YY) / जन्मतिथि | |
| 16. | Post for which employment is being sought: Group 'C' / ग्रुप सी | |
| 17. | Pay Level / वेतन स्तर | |

| | | |
|-----|---|--|
| 18. | Past Experience, if any / पिछला अनुभव, यदि कोई हो | |
| 19. | If the Employer has died/retired on invalid Pension more than 5 years back, why was the case not sponsored earlier? / यदि कर्मचारी की मृत्यु/सेवानिवृत्ति 5 वर्षों से अधिक समय पहले हो चुकी है, तो मामला पहले क्यों नहीं प्रायोजित किया गया? | |
| 20. | Whether any other dependent family Member has been appointed on compassionate grounds / क्या किसी अन्य आश्रित परिवार के सदस्य को अनुकंपा के आधार पर नियुक्त किया गया है? | |
| 21. | Whether any other dependent family Member has been appointed on Compassionate grounds / क्या किसी अन्य आश्रित परिवार के सदस्य को अनुकंपा के आधार पर नियुक्त किया गया है? | |
| 22. | Whether any other dependent family member is employed, if so state details of Income / क्या परिवार का कोई अन्य आश्रित सदस्य कार्यरत है, यदि हाँ तो आय का ब्यौरा बताए | |
| 23. | Has any member of your family applied for a compassionate appointment before you (Yes / No) / क्या आपके परिवार के किसी सदस्य ने आपसे पहले अनुकंपा नियुक्ति के लिए आवेदन किया है: (हाँ/नहीं) (if Yes give details / यदि हाँ तो विवरण दें) | |
| 24. | Have you ever filed a petition before any court of Law / National Commission, etc. for your appointment under compassionate appointment in the University (Yes / No (if Yes give details) / क्या आपने विश्वविद्यालय में अनुकंपा के आधार पर नियुक्ति के लिए किसी न्यायालय/राष्ट्रीय आयोग आदि के समक्ष याचिका दायर की है: (हाँ/नहीं) (यदि हाँ तो विवरण दें) | |
| 25. | Particulars of total assets left, including amount of / शेष बची कुल परिसंपत्तियों का विवरण, जिसमें शामिल है | |
| a. | Family Pension / पारिवारिक पेंशन | |
| b. | D.C.R. Gratuity / डी.सी.आर. ग्रेच्युटी | |

| | | |
|----|---|--|
| c. | G.P.F. Balance / जी.पी.एफ. बैलेंस | |
| d. | Life Insurance Policy (including Postal Life Insurance) / जीवन बीमा पॉलिसी (डाक जीवन बीमा सहित) | |
| e. | Movable and immovable properties and annual income incurred earned there from by the family / चल एवं अचल संपत्तियां तथा इनसे परिवार को प्राप्त होने वाली वार्षिक आय (submit an affidavit to the effect on stamp paper of Rs. 10/- duly attested by the 1st class Magistrate / प्रथम श्रेणी मजिस्ट्रेट द्वारा विधिपूर्वक सत्यापित 10 रुपये के स्टाम्प पेपर पर इस आशय का एक हलफनामा प्रस्तुत करें।) | |
| f. | C.G.E. Insured amount / सी.जी.ई. बीमा राशि | |
| g. | Encashment of Leave / छुट्टी का नकदीकरण | |
| h. | Any other assets / कोई अन्य संपत्ति | |
| i. | Income from other sources, if any / अन्य स्रोतों से आय, यदि कोई हो | |
| j. | Total / कुल | |
| k. | Brief particulars of liabilities, if any / देनदारियों का संक्षिप्त विवरण, यदि कोई हो | |

Shri / Smt / Km _____ is known to me and the facts mentioned by him / her are correct.

श्री श्रीमती कुमारी _____ को मैं जानता हूँ और उनके द्वारा बताए गए तथ्य सही हैं।

Signature of Permanent Employee / स्थायी कर्मचारी के हस्ताक्षर

Date / दिनांक:-

Papers to be enclosed with this application / इस आवेदन के साथ संलग्न किए जाने वाले कागज :-

1. Death Certificate of the deceased employee / मृतक कर्मचारी का मृत्यु प्रमाण पत्र
2. Attested copy of the Ration / Aadhar Card / Voter ID / राशन कार्ड / आधार कार्ड / वॉटर आईडी की सत्यापित प्रति
3. Affidavit from the legal heir of the deceased regarding Moveable and immovable Property inherited, if any from the deceased, on a judicial stamp paper duly attested by the 1st Class Magistrate. / मृतक से विरासत में मिली चल और अचल संपत्ति के संबंध में मृतक के कानूनी उत्तराधिकारी से शपथ पत्र, यदि कोई हो, प्रथम श्रेणी मजिस्ट्रेट द्वारा विधिवत सत्यापित न्यायिक स्टाम्प पेपर पर।
4. Attested copies of the Date of Birth, Education Qualification etc. of the candidate seeking employment / रोजगार चाहने वाले उम्मीदवार की जन्मतिथि, शैक्षिक योग्यता आदि की सत्यापित प्रतियां

Note:- Application form should be filled neatly and complete in all respects along with all the enclosures.

आवेदन पत्र को सभी संलग्नकों सहित साफ-सुथरा और पूर्ण रूप से भरा जाना चाहिए।

Annexure to Sl. No. 22

Particulars of all dependent family members of the employee / कर्मचारी के सभी अश्वित परिवार के सदस्यों का विवरण

| S.No. | Name(s) | Relationship with the Employee | Age | Address | Mobile No. | PAN No. | Aadhar No. | Employed or not (if employed, particulars of employment and emoluments) | Annual Income |
|-------|---------|--------------------------------|-----|---------|------------|---------|------------|---|---------------|
| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |

I hereby declare that facts given by me above are, to the best of my knowledge, correct if any of the facts herein mentioned are found to be incorrect or false at a future date, my services may be terminated. I hereby also declare that I shall maintain properly the other family members who were dependent on the employee mentioned against Sl. No. 1 of this form and in case it is proved that at any time the said family member are being neglected or not being properly maintained by me, my appointment may be terminated.

मैं एतद्वारा घोषणा करता हूँ कि मेरे द्वारा ऊपर दिए गए तथ्य मेरी जानकारी के अनुसार सही हैं, यदि भविष्य में इनमें उल्लिखित कोई भी तथ्य गलत या मिथ्या पाया जाता है, तो मेरी सेवाएँ समाप्त की जा सकती हैं। मैं एतद्वारा यह भी घोषणा करता हूँ कि मैं इस पत्र के अन्तर्गत : मैं उल्लिखित कर्मचारी पर अश्वित अन्य परिवार के सदस्यों का उचित धरण-पोषण करूँगा और यदि यह साबित हो जाता है कि किसी भी समय उक्त परिवार के सदस्य की उपाय की जा रही है या मेरे द्वारा उनका उचित धरण-पोषण नहीं किया जा रहा है, तो मेरी नियुक्ति समाप्त की जा सकती है।

Signature of the Candidate/ कर्मचारी के हस्ताक्षर

Name:-

Address:-

Date:-

KALINDI COLLEGE

EAST PATEL NAGAR
NEW DELHI-110008

17.06.2025

"RELEVANT PORTION OF MINUTES OF THE 249th MEETING OF THE GOVERNING BODY held in the college on 20.03.2025"

Item No. 11 - The appointment on compassionate grounds as per DoPT / University of Delhi norms was reported and recorded. A Committee has been constituted to examine the case(s) for the appointment on Compassionate Grounds with the following members:-

1. Prof. Manoj Kumar Singh, Chairman
2. Prof. Ruchi Tyagi - Member
3. Mr. Sameer Lakra - AR Recruitment, (Convener)

It is submitted that as per DoPT Notification No. F.No. 14014/1/2022-Estt.(D) dated 02nd August, 2022 "Compassionate appointments can be made upto a maximum of 5% of vacancies falling under direct recruitment quota in any Group 'C' post. The appointing authority may hold back upto 5% of vacancies in the aforesaid categories to be filled by direct recruitment through Staff Selection as per DU norms or otherwise as to fill such vacancies by appointment on compassionate grounds". Further, two Office Attendants are working in the College on Compassionate Grounds on contractual basis.



Offg. PRINCIPAL

Kalindi College
East Patel Nagar
New Delhi-110008

Note:- Later on, as per the verbal and written request of Mr. Sameer Lakra - AR Recruitment, his name was replaced by the Assistant Consultant, Kalindi College



Kalindi College

UNIVERSITY OF DELHI
ACCREDITED WITH GRADE 'A+' BY NAAC

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GOVERNING BODY

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1. Prof. Manju Mukul Kamble- Chairperson
2. Prof. Amarjeet Kaur- Treasurer
3. Dr. Sudha Gulati- Teachers' Representative
4. Dr. Saritavar Saham - Teachers' Representative
5. Prof. Meena Charanda -Principal, Member-Secretary
6. Mr. Yashasvi – NTS Representative

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