

F.No.III-52/2019-NZP/
Government of India
Ministry of Environment, Forest & Climate Change
National Zoological Park

Mathura Road, New Delhi-3
Dated : 12 December, 2023

Proceeding for the meeting held on 12.12.2023 to consider the cases for grant of compassionate appointments to the dependant /needy family of deceased of the National Zoological Park, New Delhi.

The following officers were present in the meeting:

1. Smt. Anamika, Joint Director
2. Shri Rajinder Kumar, Admn. Officer
3. Dr. Manoj Kumar, Curator (Edn.)

The appointment on compassionate ground shall be made only 5% of vacancies falling under direct quota. Presently there are 113 posts are vacant as per the approved Recruitment Rules of Multi Tasking Staff (MTS). As per rule 5% of direct quota comes for 113 posts to 5.65% say to 6 posts. Accordingly the NZP is considering 6 posts of MTS for filling up on compassionate ground from the dependant of the deceased employees. As per Rule Ministries/Departments can consider request of the compassionate appointment even where the death or retirement on medical ground of a Government servant took place long back to say five years or so.

Presently there are 6 posts vacant to be filled out of the 27 applications received. The scoring for 18 applications were done by the then constituted committee members and minutes were drawn on 10.12.2021 and 9 applications were received after that meeting.

These posts were vacant for more than five years were abolished vide order No.III-46/2022/NZP/abolish dated 25.11.2022. Further for revival of 104 posts of MTS a proposal was sent to Ministry vide letter No. III-12/2016-NZP dated 29.04.2023 to be forwarded to DoE but these posts were not revived by DoE. Because of persistent efforts of Director, NZP these posts revived on 03.10.2023 by the DoE. Thereafter the steps for

M. Kumar
12/11/2023
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filling up of these posts through SSC and on compassionate grounds were taken as per the rule.

The committee met on 31.10.2023. It was decided to scrutinise the rest of the 9 applications received after scrutiny on 10.12.2021. It was directed to prepare dossiers of all the 9 applications separately with all documents with them.

The committee decided that the scoring on 18 applicants has been done on 10.12.2021 and the rest of the 9 applications are required to be scrutinised based on approved marking systems.

Meanwhile, Smt. Shagufta Khan, UDC met Admn. Section of Ministry of Environment, Forest and Climate Change with 27 applications (9 applications fresh and 18 applications scored on dated 10.12.2021) and she was informed by the Ministry that examination of all the applications including earlier applications-scrutinised on 10.12.2021 needs to be done as per new guidelines have been issued by DoPT vide OM No. vide OM No. 14014/1/2022-Estt.(D) dated 02.08.2022.

Thereafter on 17.11.2023 it was directed to prepare sets of all 27 applicants separately as per latest guidelines of DoPT.

While scrutiny of documents of the applicants committee not found documents like details of family members; married / unmarried status of daughter; Bank statement (reflecting bank balance) and information regarding fixed deposit, moveable / immoveable property ; Income from moveable/immovable property. The applicants were asked to provide these information vide F.No.III-52/2019-NZP/ 1165-66 dated 29.11.2023 by informing them telephonically / circular.

The information has been received from the applicants and has been updated. Accordingly, the number given on the basis of parameters as per DoPT guidelines in merit procedure for selection.

It is stated that all 27 no. of applications as of now of die in harness received have been scrutinised as per the DoPT order No. 14014/1/2022-Estt.(D) dated 02.08.2022 and as per the guidance received from the Ministry of Environment, Forest and Climate Change.

M. Kumar
12/11/2023
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As per order of DoPT the eligibility criteria for consideration of the applications is as under:

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

It is also clarified that the eligibility shall be determined with reference to the date of application and not from the date of appointment.

And in point no. 36 of FAQ it is clarified that in case of widow who does not fulfil educational requirement of a post is considered for compassionate appointment, she can be appointed only against a multi-tasking staff post provided the appointing authority is satisfied that she can satisfactorily perform duties of the post with the help of some on job training.

The committee held its meeting for further action as per the documents of the applicants by examining the details provided by the applicant/spouse/dependant of 27 nos. of deceased employees duly verified by the office from the records of deceased employees concerned (27 folders).

1. Parameters for considering requests for compassionate appointment on the guidelines of DoPT.
2. List of 27 deceased employees and their applications.
3. List of eligible and non-eligible applicants.
4. Scoring criteria guidelines devised by MoEF
5. Final list of – scoring of 8 candidates and their order of merit.

M. Kumar
12/11/2023
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12/11/23

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The detail of 27 applications is as under:

S. No	Name of Deceased and Date of Death	Name of Applicant	Applied on (date)	D.O.B of Applicant	Age on Date of Apply	Category	Qualification	Remarks
1.	Sh. Rampal, AK (31.08.2019)	Sh. Harish Prasad, (Son)	16.10.2019	26.05.1995	23 yrs 8 month	OBC	12 th	Eligible
2.	Sh. Kripal, AK (25.06.2022)	Sh. Dinesh Kumar (Son)	19.07.2022	10.02.1990	32 yrs 5 month	SC	5 th	Not-eligible
3.	Sh. Ravinder, AK (23.05.2013)	Smt. Seema (Wife)	07.10.2022	20.10.1979	43 yrs	SC	7 th	Eligible
4.	Sh. Hazari Lal, AK (25.06.2022)	Sh. Sunil Kumar, (Son)	26.10.2023	23.02.1992	31 yrs 8 month	SC	7 th	Not-eligible
5.	Sh. Sohan Lal, ZK (23.09.2010)	Sh. Mahender Khandelwal, (Son)	17.01.2022	03.07.1980	41 yrs 6 month	SC	10 th	Not-eligible
6.	Sh. Raju, Mali (25.06.2022)	Smt. Pushpa, (Wife)	27.10.2023	15.07.1982	41 yrs 3 month	OBC	8 th	Eligible
7.	Sh. Abdul Hamid, GM (11.04.2022)	Sh. Salman, (Son)	02.06.2022	27.07.1997	24 yrs 10 month	Gen	10 th	Eligible
8.	Sh. Douji, AK (10.04.2003)	Sh. Mohan Lal, (Son)	24.01.2022	01.01.1981	41 yrs	SC	Nil	Not-eligible
9.	Sh. Sannu Lal, AK (23.02.2003)	Sh. Vijay Kumar, (Son)	27.12.2021	05.05.1986	35 yrs 7 month	SC	5 th	Not-eligible
10.	Sh. Rajan, AK (23.03.2013)	Sh. Ronak (Son)	17.07.2021	26.08.1996	24 yrs 10 month	SC	8 th	Not-eligible
11.	Sh. Kanchan Singh, Mali (18.07.2005)	Sh. Yash Pal Singh, (Son)	31.12.2021	01.12.1982	39 yrs 01 month	SC	8 th	Not-eligible
12.	Sh. Vishnu Bhagwan, Attendant (27.06.2012)	Sh. Vineet Chauhan, (Son)	01.10.2012	05.12.1990	21 yrs 9 month	SC	Graduate	Eligible
13.	Sh. Insad, Mali (19.08.2010)	Sh. Arif, (Son)	24.02.2021	11.07.1985	36 yrs	Gen	8 th	Not-eligible
14.	Sh. Ram Asrey, Attendant (19.03.1988)	Sh. Prithvi Pal (Son)	23.02.2021	01.01.1962	59 Yrs	Gen	5 th	Not-eligible
15.	Sh. Karamat, Mahwat (26.04.1999)	Md. Nisar, (Son)	22.02.2021	10.07.1977	44 yrs	Gen	Nil	Not-eligible

M. Kumar
12/11/2023
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12/11/23

12/11/23

16.	Sh. Ram Subhiya, ZK (10.06.2002)	Sh. Goldy, (Son)	03.03.2021	13.07.1976	45 yrs	SC	9 th	Not-eligible
17.	Sh. Mamraj, Mali (22.05.1998)	Sh. Vijay Pal (Son)	17.02.2021	01.03.1975	46 yrs	SC	8 th	Not-eligible
18.	Sh. Narottam, ZK (08.12.2008)	Sh. Govind Singh, (Son)	17.02.2021	10.07.1979	42 yrs	Gen	9 th	Not-eligible
19.	Sh. Ranvir, ZK (15.11.2006)	Sh. Ravinder Singh, (Son)	19.02.2021	01.03.1988	33 yrs	SC	Matric	Not-eligible
20.	Sh. Sukhbir, AK (19.07.1998)	Sh. Ashok (Son)	01.03.2021	01.01.1973	48 yrs	SC	9 th	Not-eligible
21.	Sh. Kulin Boro, Mahawat (29.11.2017)	Sh. Rahul Boro (Son)	12.02.2021	16.08.1998	23 yrs	ST	10 th	Eligible
22.	Sh. Santoo, AK (14.07.1999)	Sh. Naresh, (Son)	22.02.2021	09.05.1982	39 yrs	SC	8 th	Not-eligible
23.	Sh. Nek Ram, AK (20.12.2018)	Sh. Rajan (Son)	23.02.2021	05.09.1997	24 yrs	SC	10 th	Eligible
24.	Sh. Nasibuddin, Attendant (21.04.2021)	Smt. Rukshana Begum (Wife)	04.06.2021	01.11.1969	52 yrs	Gen	Nil	Eligible
25.	Sh. Hakim Thakur, WM (26.11.2005)	Sh. Pradeep Thakur (Son)	03.03.2021	28.03.1980	41 yrs	ST	12 th	Not-eligible
26.	Sh. Shavkat Ali, GM (26.05.1996)	Sh. Sharafat Ali (Son)	29.11.2021	12.10.1967	54 yrs	Gen	10 th	Not-eligible
27.	Sh. Dharampal, AK (06.04.2003)	Sh. Mahaveer (Son)	23.02.2021	17.08.1977	44 yrs	SC	7 th	Not-eligible

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As per DoPT guidelines the following applicants are recommended by the committee for consideration for selection on compassionate ground from the above list:

Sl. No.	Name of the applicant/deceased employee/relation	Date of death/retirement on medical ground	Points on different parameters allotted for consideration														Tot
			1a	1b	1c	1d	1e	1f	1g	1h	2a	2b	2c	2d	3	4	
	PushpaW/o Raju Ex-Mali	25.06.2022	12	2	5	10	15	5	5	6	-	-	-	-	15	10	85
	Rahul Boro S/o Kulin Boro, Ex-Mahout	29.11.2017	16	10	5	10	15	5	0	10	-	-	-	-	0	5	76
	Vineet S/o Vishnu Bhagwan, Ex-Attnd.	27.06.2012	-	-	5	10	15	0	0	8	-	16	-	8	0	10	72
	RuksanaW/o Nasibuddin, Ex- Attnd.	21.04.2021	10	3	5	10	15	0	0	2	-	-	-	-	15	10	70
	RajanS/o Nek Ram, Ex-Assistant Keeper	20.12.2018	14	8	5	10	15	0	0	6	-	-	-	-	0	7	65
	HarishS/o Ram Pal, Ex-Assistant Keeper	31.08.2019	12	5	5	10	15	0	0	6	-	-	-	-	0	10	63
	Seema W/o Ravinder, Ex-Assistant Keeper	23.05.2013	-	-	5	10	15	0	0	8	-	-	-	-	15	3	56
	Salman S/o Abdul Hamid, Ex-Assistant Keeper	11.04.2022	10	2	5	6	15	0	0	4	-	-	-	-	0	10	52

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Sl. No. 1 - Smt. Pushpa w/o. Raju, Ex-Mali is having highest points as per the scoring criteria devised by DoPT guidelines dt. 22.08.2022. It is noteworthy to mention that Smt. Pushpa is 41 years in age and is having educational qualification of 8th. Committee feels that she may be able to perform her duties satisfactorily if she is given adequate training. The committee recommends that age relaxation may be given as per provisions of DoPT (clause no. 6B).

Sl. No. 2—Shri Rahul Boro s/o. Kulin Boro, Ex-Mahout – As per DoPT guidelines and recruitments rules he is qualifying for the post of MTS. His points as per the scoring criteria is 76.

Sl. No. 3 – Shri Vineet s/o. Vishnu Bhagwan, Ex-Attendant— As per DoPT guidelines and recruitments rules he is qualifying for the post of MTS. His points as per the scoring criteria is 72.

Sl. No. 4 – Smt. Ruksana w/o. Nasibuddin, Ex-Attendant has been given 70 points as per the scoring criteria as per DoPT guidelines. It is noteworthy to mention that Smt. Ruksana is of 54 years of age and her educational qualification is nil. The appointee may have to work in different sections like animal section, garden section, sanitary section, admn. Section and as per recruitment rules matriculation qualification is a must for performing basic duties, the applicant might not be able to perform her duties. Her case is submitted for appropriate decision of competent authority.

Sl. No. 5 – Shri Rajan s/o. Nek Ram, Ex-Assistant Keeper – As per DoPT guidelines and recruitments rules he is qualifying for the post of MTS. His points as per the scoring criteria is 70.

Sl. No. 6 – Shri Harish s/o. Ram Pal, Ex-Assistant Keeper – As per DoPT guidelines and recruitments rules he is qualifying for the post of MTS His points as per the scoring criteria is 63.

Sl. No. 7 – Smt. Seema w/o. Ravinder, Ex-Assistant Keeper— Smt. Seema w/o. Ravinder, Ex-Assistant Keeper has a different case. Her husband was under suspension and the case was closed on 15.12.2023. She has to be given pensionary and other terminal benefits after the case is finalised by PAO, therefore her scoring has been done without these points and she has scored 56 points. It is noteworthy to mention that Smt. Seema is of 43 years of age and her educational qualification is 7th pass. The appointee may have to work in different sections like animal

M. Kumar
12/11/2023
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section, garden section, sanitary section, admn. section and as per recruitment rules of MTS matriculation qualification is a must for performing basic duties. Her case is submitted for decision of competent authority for providing age and educational relaxation to the competent authority.

Sl. No. 8 – Shri Salman s/o. Abdul Hamid, Ex-Assistant Keeper – As per DoPT guidelines and recruitments rules he is qualifying for the post of MTS and may be considered as per available vacancies. His points as per the scoring criteria is 52.

It is submitted that the committee has examined the applications completely based on the information and undertaking supported by affidavits submitted by the applicants and no physical verification of any sort such as document verification, verification regarding land details, bank details etc. has been done by the committee members, therefore if approved competent authority may direct for the physical verification of the documents, land details, bank details etc. after giving them provisional offer of appointment. The committee has awarded marks as per the information provided by Account Section for pension terminal benefits, Establishment section for left over service and date of application.

The committee examined all the applications made and identified the genuine cases and reached out to a decision for grant of compassionate appointment to the above six applicants on the ground of merit. Competent authority may give age and educational qualification relaxation to the applicant sl.no. 1 (Smt. Pushpa w/o. Raju, Ex-Mali) and sl. no. 7 (Smt. Seema w/o. Ravinder, Ex-Assistant Keeper). The case of sl.no. 4 (Smt. Ruksana w/o. Nasibuddin, Ex-Attendant) with nil education qualification is submitted for appropriate decision of competent authority. Further, two candidates sl.no. 7 (Smt. Seema w/o. Ravinder, Ex-Assistant Keeper) and sl.no. 8 (Shri Salman s/o. Abdul Hamid, Ex-Assistant Keeper) above have been kept in marking list in case in absence of complete / correct documents of the above mentioned six applicants.

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Curator (Edn.)

Rajinder Kumar
(Rajinder Kumar)
Admn. Officer

Ashamika
(Ashamika)
Joint Director