Minutes of the Meeting of the Apex Committee held on 21.10.2026 at 11.00 AM to consider the requests received for appointment on compassionate grounds.

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The second meeting of the Apex Committee was held under the Chairpersonship of Ms. Prerna Puri, IAS, Secretary Education, Chandigarh Administration on 21.10.2026 at 11.00 AM. The meeting was attended by the following officers:-

i. Sh. Swapnil M. Naik, IAS
Secretary Personnel,
Chandigarh Administration - Member

ii. Ms.Anuradha S. Chagti,
Special Secretary Finance,
Chandigarh Administration - Member

iii. Sh. Surya Chander Kant,
Legal Remembrancer,
Chandigarh Administration - Member

iv. Sh. Nitish Singla, PCS
Joint Secretary Employment,
Chandigarh Administration - Member

v. Sh. Naveen, DANICS,
Director Social Welfare,
Chandigarh Administration - Member

2. The Committee was apprised that earlier the Committee met on 16.10.2026 and found certain discrepancies, incomplete details specially related to property owned by the family of the deceased government servant; amount of Pension/ Family Pension; current marital status of the applicant; number of dependents in the family as of now etc. Hence, the Committee directed the Compassionate Cell to re-examine all the applications and re-verify all the documents/certificates/affidavits submitted by the

applicants strictly as per the relevant provisions of DOPT circular dated 02.08.2022 and Chandigarh Administration's circular dated 09.06.2025 and submit the details with regard to applications received from various departments where the death of deceased government servants happened after 01.01.2021 along with the comments of compassionate cell. The committee decided to meet again on 21.10.2026 at 11.00 AM.

3. Now, the Committee was again apprised that following procedure was followed as laid down in the policy guidelines issued by the Chandigarh Administration bearing circularNo.29/2/94-IH(7)/II-2025/7658 dated 09.06.2025:

> **Departmental Sub-Committee:** The Departmental Sub-Committee, constituted at the Level of each Departments of UT, Chandigarh, scrutinized each application which has been received and complete in all respects along with valid documents, affidavits, and other requisite records. After due scrutiny, the said Committee is mandated to recommend the eligible applicants as per Scheme to the Regional Employment Office-cum-Compassionate Cell for the appropriate category of post under the Chandigarh Administration, based on their educational qualifications, relevant experience, and prescribed eligibility criteria and also to award the Points to each applicant in terms of the Policy instructions issued on 09.06.2025.
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> **Compassionate Cell (Regional Employment Office):** As per earlier directions of the Apex Committee made on 16.10.2026, the Compassionate Cell compiled the details of vacancies/posts falling under the 5% quota for direct

recruitment to regular Group-C posts across all Departments of the Chandigarh Administration, in accordance with DoPT, Government of India guidelines and approximately 50 vacancies (Maximum) are available for consideration for appointment on compassionate grounds. The Cell also re-examined and ensured that all prescribed & codal formalities (as prescribed under the Policy) have been completed before forwarding the applications to the Apex Committee through the Personnel Department. The details of 28 applications received from various departments where the death of deceased government servants happened after 01.01.2021along with the comments of compassionate cell placed before the Apex Committee is enclosed as **Annexure-1.**

4. The Apex Committee after examining the details provided by the Compassionate Cell as well as taking into accounts all the relevant factors including the instructions issued by the DOPT circular dated 02.08.2022 and Chandigarh Administration's circular dated 09.06.2025, relevant judicial decisions, made the following recommendations unanimously.

Sr No	Name of the applicant	Total Points obtained by the applicant out of 115	Recommendations	Remarks
1	Sonia W/o Late Sh. Surender Singh, Clerk DOD:19.12.2022	77	Recommended	Applicant is a **widow and has a minor daughter.** The deceased government servant would have retired in the year 2050 in normal course. The applicant has no income source other than family pension. The family does not have any property. The family needs immediate financial assistance.
2	Sanju W/o Late Sh. Dinesh, Junior Assistant, DOD: 11.04.2023	68	Recommended	The applicant is the **widow of the deceased government servant and has two minor children.** The deceased government servant would have retired in the year 2046 in

Sr No	Name of the applicant	Total Points obtained by the applicant out of 115	Recommendations	Remarks
				normal course. The applicant does not have any property except the property purchased from the terminal benefits. The family does not have any other source of income. The applicant needs immediate financial assistance.
3	Ratinder Kaur, W/o Late Sh. Inderjeet Sharma, Warder, DOD:25.02.2025	60	Recommended	The applicant is the **widow and has two unmarried daughters and a minor son**. The deceased government servant would have retired in year 2038 in normal course. The applicant has no other source of income except family pension. The family needs immediate financial assistance.
4	Rohit Malik S/o Late Sh. Rajnish Singh, Conductor, DOD: 03.01.2023	58	Recommended	The applicant is the **son of the deceased government servant**. The deceased government servant would have retired in the year 2038 in normal course. The applicant has liability of **his grandmother, mother and unmarried sister**. The applicant has no other source of income except family pension. The family does not have any property. The family needs immediate financial assistance.
5	Sonam W/o Late Sh. Chander Shekhar, Senior Assistant, DOD: 28.03.2026	48	Recommended	The applicant is the **widow and has two minor daughters**. The deceased government servant would have retired in the year 2045 in normal course. Pension & Terminal benefits are yet to be released as the matter is sub-judice (Dispute between applicant and father in law). The applicant does not have any property and does not have any other source of income and needs immediate financial assistance.
6	Suneha Puhal, D/o Late Sh. Vinod Kumar, Chowkidar, DOD: 17.03.2025	48	Recommended	The applicant is **daughter** of the deceased government servant. The applicant has **one minor sister and her mother as dependents**. The deceased government servant would have retired in the year 2033 in normal course. The family of the deceased government servant has no property. The applicant's family has no other source of income except the family pension. The family needs immediate financial assistance.
7	Baljinder Singh S/o Late Sh. Gurdeep Singh, Workshop Attendant, DOD: 16.12.2021	36	Not Recommended	Both the son and daughter of the deceased government servant including the applicant are adults and above the age of 25 and applicant's sister is married. The applicant **does not have any dependent family members** from the family of the

Sr No	Name of the applicant	Total Points obtained by the applicant out of 115	Recommendations	Remarks
				deceased government servant who needs support except his mother (Wife of the deceased government servant) and she is already receiving the family pension. The deceased government servant died in the year 2021 and would have retired in 2028 even in normal course. The family also **owns a residential property**. The applicant is **employed** as per the particulars given in the application form. Hence, Financial destitution is not established.
8	Hamenpreet Kaur D/o Late Sh. Sarup Singh, Driver, DOD: 17.12.2021	35	Not Recommended	The deceased government servant has one daughter and one son. **The brother of the applicant is working as a Patwari.** The family is receiving the family pension @ Rs 45000/month approximately. The family received terminal benefits @ Rs 25 lakhs approximately. No financial destitution is established as Son of the deceased government servant is employed and he is bound to take care of his family as per conduct rules.
9	Ajmeet Singh S/o Late Sh. Ravinder Singh, MVI, DOD: 28.09.2024	32	Not Recommended	The family is getting the **family pension @ Rs 50,000/month**. The family received the **terminal benefits @ Rs.1.25 crore**. The family owns **property worth Rs 3.00 crore**. The family owns a **Fortuner vehicle**. Hence, Financial destitution is not established.
10	Mahesh Kumar S/o Late Sh.Kalu Ram, Mali, DOD: 06.06.2023	30	Not Recommended	Both the sons and daughter of the deceased government servant including the applicant are adults and above the **age of 35 and married**. The applicant **does not have any dependent family members** from the family of the deceased government servant who needs support except his mother (Wife of the deceased government servant) and she is already receiving the family pension. The deceased government servant died in the year 2023 and would have retired in 2028 even in normal course. The family owns a **residential property**. The family received the **terminal benefits @ Rs 35 lakhs** approximately. Hence, Financial destitution is not established.
11	Gagan Kaushal S/o Late Sh. Sham Sundar, Head Warder, DOD: 20.12.2023	27	Not Recommended	The deceased government servant would have retired in year 2029. The deceased government servant has **two son and both are above the age of 25.** They are getting **family pension of Rs. 49000/-** and terminal benefits

Sr No	Name of the applicant	Total Points obtained by the applicant out of 115	Recommendations	Remarks
				are received **approximately Rs. 40.00 lakhs**. Hence, Financial destitution is not established.
12	Naveen Kumar S/o Late Sh. Vinod Kumar, Workshop Attendant, DOD: 20.08.2024	25	Not Recommended	Both son and daughters of the deceased government servant including the applicant are adults and above the age of 25 and both the daughters are married. The applicant **does not have any dependent family members** from the family of the deceased government servant who needs support except his mother (Wife of the deceased government servant) and she is already receiving the family pension. The deceased government servant died in the year 2024 and would have retired in 2030 even in normal course. The family received **terminal benefits @ Rs.36 lakhs**. The family owns a **residential property**. Hence, Financial destitution is not established.
13	Muskan D/o Late Sh. Ashok Kumar, Driver, DOD: 17.02.2023	25	Not Recommended	The applicant is the **only daughter of the deceased government servant and aged 25 years.** The deceased government servant would have retired in December, 2026 otherwise also in normal course. The applicant has **no other dependent family member** related to the deceased government servant except his mother who is receiving family pension @ Rs 40000/month. The family received the terminal benefits @ Rs 22 lakhs. The family owns a **residential property.** Hence, Financial destitution is not established.
14	Mandeep Kumar S/o Late Sh. Gian Chand, Peon, DOD: 17.02.2022	21	Not Recommended	Both the sons and daughters of the deceased government servant including the applicant are adults and above the **age of 25 and both the daughters and applicant are married.** The applicant **does not have any dependent family members** from the family of the deceased government servant who needs support except his mother (Wife of the deceased government servant) and she is already receiving the family pension. The deceased government servant died in the year 2022 and would have retired in 2026 even in normal course. The family received the **terminal benefits @ Rs.41.5 lakhs approximately.** The family owns a **residential property**. Hence, Financial destitution is not established.

Sr No	Name of the applicant	Total Points obtained by the applicant out of 115	Recommendations	Remarks
15	Pardeep Sharma S/o Late Sh. Satbir Sharma, Assistant Superintendent Jail, DOD: 18.05.2023	20	Not Recommended	The deceased government servant would have retired in year 2025 in normal course. All the sons and daughter of the deceased government servant are **married and above the age of 30 years**. The applicant **does not have any dependent family members** from the family of the deceased government servant who needs support except his mother (Wife of the deceased government servant) and she is already receiving the family pension. The family owns a **property.** Financial destitution is not established.
16	Pawan Kumar S/o Late Sh. Dharampal, Sub Inspector, DOD: 14.03.2022	19	Not Recommended	Both the sons and daughter of the deceased government servant including the applicant are adults and **above the age of 30 and married**. The applicant **does not have any dependent family members** from the family of the deceased government servant who needs support except his mother (Wife of the deceased government servant) and she is already receiving the family pension. The deceased government servant died in the year 2022 and would have retired in 2024 even in normal course. The family received the **terminal benefits @ Rs 40 lakhs** approximately. The family owns a **residential property.** Hence, Financial destitution is not established.
17	Manvinder Singh S/o Late Sh. Dilbag Singh, Conductor, DOD: 09.06.2022	19	Not Recommended	Both the sons of the deceased government servant including the applicant **are adults and above the age of 28.** The applicant does not have any dependent family members from the family of the deceased government servant who needs support except his mother (Wife of the deceased government servant) and she is already receiving the family pension @ Rs 40000/month. The deceased government servant died in the year 2022 and would have retired in 2026 even in normal course. The family also owns a **residential property.** The family also received the **terminal benefits of more than 30 lakhs.** Hence, Financial destitution is not established.
18	Jasleen Kaur D/o Late Sh. Jagdeep Singh, Section Holder, DOD: 12.12.2023	19	Not Recommended	The deceased government servant expired in the year 2023 and he would have retired in the year 2027 otherwise in normal course. Applicant is the **only daughter** who is 26 years

Sr No	Name of the applicant	Total Points obtained by the applicant out of 115	Recommendations	Remarks
				old. The family received **terminal benefits to the tune of Rs. 75 lakhs.** The applicants mother is receiving the **family pension of Rs. 34000/-.** The family own a **residential dwelling unit.** Hence, financial destitution is not established.
19	Vijay Kumar S/o Lt. Sh.Surjit Singh, Sweeper-cum-Chowkidar, DOD: 18.02.2022	18	Not Recommended	All the three sons of the deceased government servant including the applicant are adults and above **the age of 35 and married.** The applicant **does not have any dependent** family members from the family of the deceased government servant who needs support except his mother (Wife of the deceased government servant) and she is already receiving the family pension. The deceased government servant died in the year 2022 and would have retired in 2025 even in normal course. The family also owns a **residential property.** Hence, Financial destitution is not established.
20	Dilsher Rana S/o Late Sh. Dilbag Rana, Inspector, DOD: 01.12.2021	18	Not Recommended	The son and daughters of the deceased government servant including the applicant are adults and **above the age of 25 and married except the one daughter.** The deceased government servant died in the year 2021 and would have retired in 2025 even in normal course. The family owns **two residential properties and agricultural land** whose value is more than Rs.1.5 crores. The family received **terminal benefits @ Rs.40 lakhs** approximately and receiving **family pension @ Rs 45000/-.** Hence, Financial destitution is not established.
21	Aryan Dhiman S/o Late Sh. Bal Krishan, Research Officer, DOD: 19.11.2023	15	Not Recommended	Both the sons of the deceased government servant including the applicant **are adults and above the age of 25.** The family is receiving the **family pension @ 50000/month** and received **terminal benefits @ Rs.32 lakhs.** The deceased government servant died in the year 2023 and would have retired in 2028 even in normal course. The family owns a **residential property.** Hence, Financial destitution is not established.
22	Nixon S/o Late Smt. Doris, Aya, DOD: 04.05.2021	12	Not Recommended	Both the sons and daughters of the deceased government servant including the applicant are **adults and above the age of 35 and married.** The applicant **does not have any dependent family members** from

Sr No	Name of the applicant	Total Points obtained by the applicant out of 115	Recommendations	Remarks
				the family of the deceased government servant who needs support. The government servant died in the year 2021 and would have retired in 2022 even in normal course. The family received the **terminal benefits @ Rs.38.5 lakhs approximately. The wife of the government servant also expired**. Hence, Financial destitution is not established.
23	Shivam Rahar S/o Late Smt. Anita Kumari, Head Reader, DOD: 25.03.2022	10	Not Recommended	Both the daughters and son of the deceased government servant including the applicant are adults and **above the age of 29 and both the daughters are married**. The applicant **does not have any dependent family members** from the family of the deceased government servant who needs support except his father (Husband of the deceased government servant) and he is already receiving the **family pension @ Rs 50000/month**. The deceased government servant died in the year 2022 and would have retired in 2026 even in normal course. The family also owns a residential property. The family also received **terminal benefits @ Rs.65 lakhs approximately**. Hence, Financial destitution is not established.
24	Sushil Nasier S/o Late Sh. Surender Singh, Driver, DOD: 28.11.2023	2	Not Recommended	The applicant is the only son of the deceased government servant and **is already married and 33 years of age**. He received the terminal benefits @ Rs 27.65 lakhs. He owns a **duplex house**. There is **no dependent family members** related to the deceased government servant except the applicant. Financial destitution is not established.
25	Gitika Lamba W/o Lt. Sh. Sandeep Kumar, Clerk, DOD: 30.05.2023	--	Incomplete application	--
26	Raman Sharma S/o Late Sh. Umesh Kumar, Offset Machine Operator, DOD: 24.04.2024	--	Incomplete application	--
27	Abhishek Guleria S/o Late Sh. Ravinder Singh, P.O. Reader, DOD: 03.07.2025	--	Incomplete application	--

Sr No	Name of the applicant	Total Points obtained by the applicant out of 115	Recommendations	Remarks
28	Manish Khatri S/o Late Sh. Harish Kumar Khatri, Computor, DOD: 27.04.2024	--	Incomplete application	--

5. Besides this, the Committee also made the following recommendations:-

i. The Compassionate Cell shall place the above recommendations of the Committee in the public domain (**After receiving the approval of the competent authority for relaxation wherever required**) for seeking objections from the stakeholders, if any;

ii. The Compassionate Cell shall hear the objection(s) from the all the applicants and submit the report before the Apex Committee for taking further decision.

ii. The Committee further decided to meet again on 28.10.2026 for considering the objections(s), if any, received on the above recommendations, so that the final recommendations of the Apex Committee may be made accordingly for making Appointment on Compassionate Grounds.

(Naveen, DANICS),
DirectorSocial Welfare,Chandigarh Administration
(Member)

(NitishSingla, PCS)
Joint SecretaryEmployment,
Chandigarh Administration
(Member)

(Surya Chander Kant)
Legal Remembrancer,
Chandigarh Administration
(Member)

(Anuradha S. Chagti, CS)
Special Secretary Finance,
Chandigarh Administration
(Member)

(Swapnil M. Naik, IAS)
Secretary Personnel,
Chandigarh Administration
(Member)

(Prerna Puri, IAS)
Secretary Education,
Chandigarh Administration
(Chairperson)

Minutes of the Meeting of the Apex Committee held on 16.10.2026 at 03:30 PM to consider the requests received for appointment on compassionate grounds.

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The first meeting of the Apex Committee was held under the Chairpersonship of Ms. Prerna Puri, IAS, Secretary Education, Chandigarh Administration on 16.10.2026 at 03:30 PM. The meeting was attended by the following officers:-

i. Sh. Swapnil M. Naik, IAS
Secretary Personnel,
Chandigarh Administration - Member

ii. Ms. Anuradha S. Chagti,
Special Secretary Finance,
Chandigarh Administration - Member

iii. Sh. Surya Chander Kant,
Legal Remembrancer,
Chandigarh Administration - Member

iv. Sh. Nitish Singla, PCS
Joint Secretary Employment,
Chandigarh Administration - Member

v. Sh. Naveen, DANICS, (Online)
Director Social Welfare,
Chandigarh Administration - Member

2. The committee was apprised that appointments on compassionate ground are governed by the Master Circular on Scheme of compassionate appointment issued on **02.08.2022 by DoPT, Government of India**. It was also apprised to the Committee that on the basis of DOPT guidelines, the Chandigarh Administration issued a Point Based Merit System thereby allocating points to various attributes and parameters based on a

maximum of 115 points-scale bearing circular No. 29/2/94-IH(7)/II-2025/7658 dated 09.06.2025. All the requests of the dependents of the deceased employees of all the Departments (except Police Department) along with 5% vacancies falling under direct recruitment quota under all the Departments (except Police Department) of the Chandigarh Administration against regular Group C posts have been grouped together as per the said instructions so as to provide appointments on compassionate ground to the needy and deserving applicants.

3. The Committee was also informed that the very objective of the Scheme for appointment on compassionate ground is to grant employment to a **dependent family member of the Government servant dying in harness**, thereby leaving his family in penury and without any means of livelihood, to relieve the family of the government servant from financial destitution and to help it to get over the emergency. The concept of appointment on compassionate ground is necessarily to provide **immediate assistance to the family of the government servant** in order to relieve the family from economic distress.

4. The Committee was further apprised that the scheme is applicable to a dependent family member of the Government servant who dies while in service (including death by suicide);

"Dependent Family Member" means:

(a) spouse; or
(b) son (including adopted son); or
(c) daughter (including adopted daughter); or

(d) brother or sister in the case of unmarried Government servant or

"Government servant" for the purpose of these instructions means a Government servant appointed on regular basis and not one working on daily wage or casual or apprentice or ad-hoc or contract or re-employment basis. The **confirmed work charged staff** is also covered by the term of "Government Servant". **Service** includes extension in service (but not on re-employment) after attaining the age of retirement on civil post. **Re-employment** does not include employment of ex-serviceman before the normal age retirement in a civil post.

5. The Committee was also apprised that appointment on compassionate basis can be made only against **regular Group C post of the Direct Recruitment quota**.

6. The Committee was also apprised that the eligibility for appointment on compassionate grounds is as under:-

(a) The family is indigent and deserves **immediate assistance** for relief from financial destitution; and

(b) Applicant for compassionate appointment should be eligible and suitable for the post in all respects under the provisions of the relevant Recruitment Rules.

7. The Committee was further apprised that relaxation for appointment on compassionate ground is applicable as under:-

(a) 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.

The Committee was also apprised that in **exceptional circumstances** Government may consider recruiting persons not immediately meeting the minimum educational standards. Government may engage them as trainees who will be given the regular pay bands and grade pay only on acquiring the minimum qualification prescribed under the recruitment rules. The emoluments of these trainees, during the period of their training and before they are absorbed in the Government as employees, will be equal to the lowest/first cell (minimum) of Pay Level-1 Rs. 18,000-56,900.

The Committee was further apprised that in case of **appointment of a widow** not fulfilling the requirement of educational qualification, against the post of MULTI TASKING STAFF, she will be placed in minimum of Pay Level-1(Rs. 18,000-56,900) directly without insisting on fulfilment of educational qualification norms, provided the appointing authority is satisfied that the duties of the post against which she is being appointed can be performed with help of some on job training. This dispensation is to be allowed for appointment on compassionate ground against the post of **MULTI TASKING STAFF** only.

8. The Committee was also apprised that the **"Determination/availability of vacancies"** as follows:-

(a) Appointment on compassionate grounds should be made only on **regular basis** and that too only if regular vacancies meant for that purpose are available.

(b) Appointments on compassionate grounds 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 up to 5% of vacancies in the aforesaid categories to be filled by direct recruitment 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/she belongs. For example, if he/she belongs to SC category he/she will be adjusted against the SC reservation point, if he/she is ST/OBC he/she will be adjusted against ST/OBC point and if he/she belongs to General category he/she will be adjusted against the vacancy point meant for General category.

(c) The appointment on compassionate grounds can also be made against **technical 'posts'** 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.

9. The Committee was further apprised that any application for appointment on compassionate grounds is to be considered without any time limit and decision taken on merit in each case. It was further apprised to the Committee that

"Belated requests for Compassionate Appointment" can be considered as per following:-

(a) The requests for appointment on compassionate grounds can be considered 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 appointment on compassionate grounds is largely related to the need for immediate assistance to the family of the Government servant in order to relieve the family 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 concerned.**

(b) Whether a request for appointment on compassionate grounds is belated or not may be decided with reference **to the date of death of the government servant.**

(c) The **onus of examining the penurious condition** of the dependent family will rest with the authority making compassionate appointment.

10. The Committee was further apprised that the entire scheme of the appointment on compassionate ground revolves around the following that

"Had the government servant is alive, he / she would have taken care of their dependent family members in proper manner. However, the government servant encountered an untimely death leaving the dependent family members in a financial destitution. Since, the government servant is no longer alive, the government steps into the shoes of the deceased government servant and has taken the responsibility of ensuring the wellbeing of the dependents of the deceased government servant by providing employment to the needy and deserving dependents of the deceased government servant".

11. The Committee was further informed that there are certain applications where the death of the government servant **happened more than 30 years before** i.e., in the year 1996. This may be due to the fact that before the year 2025 (i.e. till the time of issuance of Scheme for Compassionate Appointment- Point Based Merit System by Chandigarh Administration on 09.06.2025) the appointment on compassionate grounds was examined at the Department level and there were many Departments which could not have got 20 vacancies for making one appointment on compassionate grounds.

12. The Committee was further apprised that **the basic objective of the scheme is to give immediate financial assistance to the deserving families** but due to pendency of

very old applications, the applicants whose parents died very long ago are getting higher points on the number of years of service left at the time of death even though the family survived for long time without any assistance from government. This goes against the judicial pronouncements of Hon'ble Supreme Court of India in the case of **Umesh Kumar Nagpal Vs State of Haryana and Others (JT 1994 (3) SC 525)** and Civil Appeal No. 2206 of 2006 dated 05.04.2011. In the case of **Civil Appeal No. 2206 of 2006 dated 05.04.2011**; the Hon'ble Supreme Court of India categorically stated that "**an appointment made many years after the death of the employee** or without due consideration of the financial resources available to his / her dependents and the financial depreciation caused to the dependents as a result of his death, simply because the claimant happened to be one of the dependents of the deceased employee would be directly in conflict with Article 14 and 16 of the Constitution and hence, quite bad and illegal". The Hon'ble Supreme Court of India in the case of **Umesh Kumar Nagpal Vs State of Haryana and Others (JT 1994 (3) SC 525)** held that "compassionate appointment **cannot be granted after lapse of reasonable period** and it is not a vested right which can be exercised at anytime in future"

13. The Committee was also apprised that the amount of terminal benefits **under 5th CPC** is very less compare to benefits under 6th CPC and 7th CPC. However, the Chandigarh

Administration's circular dated 09.06.2025 does not have a provision to take into account such above factors.

14. The Committee was informed that Sub Rule (2)(a)(ii) of Rule 50of Central Civil Services (Pension) Rules, 2021 provides that

> *"(ii) Where a Government servant dies while in service, the rate of family pension payable to the family shall be* ***equal to fifty per cent of the pay*** *and the amount so admissible shall be payable from the date following the date of death of the Government servant for a period of* ***ten years.***"

As per the above Rule, the dependent family members of the deceased will receive the **family pension @ 50% of the Pay till 10 years** from the date following the date of death of Government servant and after expiry of the 10 years, the dependent family members of the deceased will receive the family **pension @ 30% of the Pay**. However, this factor has not been properly taken into account by Chandigarh Administration's circular dated 09.06.2025.

15. The Committee was further apprised that as per Central Civil Services (Pension) Rules, 2021, a **child less widow** shall be deemed to be earning her livelihood if her income from other sources in equal to are more than the minimum family pension under Sub Rule 2 of this Rule and the dearness relief admissible thereon.



16. The Committee was further apprised that Sub Rule (a) and (e) of Rule 9 of Central Civil Services (Pension) Rules, 2021 provides that

> *"(9)(a) If the deceased Government servant or the pensioner is not survived by a widow or widower or if the widow or widower dies or ceases to be eligible for family pension, family pension at the rate specified in sub-rule (2) shall be payable to the child or children who fulfil the following conditions:*
>
> *(i)* ***In the case of a son*** *(other than a son suffering from a mental or physical disability) (including adopted son, step son and son born after retirement of the pensioner)* ***unmarried, below the age of twenty five years*** *and not earning his livelihood;*
>
> *(ii)* ***In the case of a daughter*** *(other than a daughter suffering from a mental or physical disability) (including adopted daughter, step daughter and daughter born after retirement of the pensioner)* ***unmarried or widowed or divorced*** *and not earning her livelihood*
>
> *(iii) In the case of a son or daughter suffering from a* ***mental or physical disability*** *(including adopted son or daughter, step son or daughter and son or daughter born after retirement of the pensioner) not earning his or her livelihood.*
>
> *(e) The elder child shall be entitled to the family pension till he or she has attained the age of twenty-five years or has got married or remarried or has started earning his or her livelihood, whichever is the earliest and the younger of the children will be eligible for family pension after the elder next above him or her has attained the*

age of twenty five years or has got married or remarried or has started earning his or her livelihood or has died."

As per the above rule, **married daughters and sons who are above 25 years of age** are apparently not eligible to receive the family pension i.e. **they are no longer considered as dependent to the deceased government servant**. However, this factor has not been properly taken into account by Chandigarh Administration's circular dated 09.06.2025.

17. The Committee was also apprised that as per the DOPT Master Circular dated 02.08.2022, examination of applications/ requests where the death of Government servant happened more than 05 years ago i.e., **before 2021 would call for a great deal of circumspection**.

18. The Apex Committee after taking into consideration of all the facts and details of applications received for seeking appointment on compassionate grounds, all relevant GoI as well as Chandigarh Administration guidelines and the relevant judicial pronouncements highlighted by Compassionate cell of Chandigarh Administration, unanimously decided to examine / consider the applications **where the death of deceased government servant happened after 01.01.2021 in the first instance** and rest of the applications where the death of deceased government servant happened before 01.01.2021 will be considered in due course of time as per the relevant guidelines and related judicial pronouncements.

19. Thereafter, the Committee examined the details of applications placed by the Compassionate Cell. The Committee found certain discrepancies, incomplete details specially related to property owned by the family of the deceased government servant; amount of Pension/ Family Pension; current marital status of the applicant; number of dependents in the family as of now etc. Hence, the Committee directed the Compassionate Cell to re-examine all the applications and re-verify all the documents/certificates/affidavits submitted by the applicants strictly as per the relevant provisions of DOPT circular dated 02.08.2022 and Chandigarh Administration's circular dated 09.06.2025 and submit the details. The committee decided to meet again on 21.10.2026 at 11.00 AM.

(Naveen, DANICS),
Director Social Welfare,
Chandigarh Administration
(Member)

(Nitish Singla, PCS)
Joint Secretary Employment,
Chandigarh Administration
(Member)

(Surya Chander Kant)
Legal Remembrancer,
Chandigarh Administration
(Member)

(Anuracha S. Chagti, IAS)
Special Secretary Finance,
Chandigarh Administration
(Member)

(Swapnil M. Naik, IAS)
Secretary Personnel,
Chandigarh Administration
(Member)

Prerna Puri, IAS
Secretary Education,
Chandigarh Administration
(Chairperson)

Applications received from various Departments [death of deceased government servants after 01.01.2021] examined by Compassionate Cell

Sr. No.	Applicant Detail					Deceased Government Employee Detail				Point Based Merit System as on 30.09.2026								Bonus	Points obtained	Remarks
	Name	Date of Birth of applicant	Education Qualification	Marital Status (Married/ Unmarried) as on 30.09.2026	Relation with deceased Govt. employee	Name	Date of death	Department	Designation	I	II	III	IV	V	VI	VII	VIII			
1	Sonia	07.05.1993	B.A., JBT	Widow	Wife	Late Sh. Surender Singh	15.12.2022	Directorate of Finance & Accounts, U.T., Chandigarh (erstwhile Central Treasury, U.T., Chandigarh	Clerk	14	9	10	5	0	10	14	0	15	77	Applicant is a widow and has a minor daughter. The deceased government servant would have retired in the year 2050 in normal course. The applicant has no income source other than family pension. The family does not have any property. The family needs immediate financial assistance.
2	Sanju	01.01.1990	12th pass	Widow	wife	Late Sh. Dinesh	11-04-2023	Estate Office, U.T., Chandigarh	Junior Assistant	10	1	10	5	0	15	12	0	15	68	The applicant is the widow of the deceased government servant and has two minor children. The deceased government servant would have retired in the year 2040 in normal course. applicant does not have any property except the property purchased from the terminal benefits. The family does not have any other source of income. The applicant needs immediate financial assistance.
3	Ratinder Kaur	01.01.1987	Bachelor of Arts, Diploma General Nursing & Midwifery	Widow	Wife	Late Sh. Inderjeet Sharma	25-02-2025	Model Jail, Chandigarh (Department of Prisons & Correctional Administration	Warder	10	1	2	5	5	15	7	0	15	60	The applicant is the widow and has two unmarried daughters and a minor son. The deceased government servant would have retired in year 2038 in normal course. The applicant has no other source of income except family pension. The family needs immediate financial assistance.
4	Rohit Malik	01-03-2005	12th	Unmarried	Son	Late Sh. Rajnish Singh	03-01-2023	Chandigarh Transport Undertaking	Conductor	12	0	10	10	10	0	8	0	0	58	The applicant is the son of the deceased government servant. The deceased government servant would have retired in the year 2038 in normal course. The applicant has liability of his grand mother, mother and unmarried sister. The applicant has no other source of income except family pension. The family does not have any property. The family needs immediate financial assistance.
5	Sonam	01.07.1997	Bachelor of Physiotherapy with Six month rotatory internship in physiotherapy	Widow	Wife	Late Sh. Chander Shekhar	19-03-2026	Deputy Commissioner U.T., Chandigarh	Senior Assistant	0	0	4	5	0	15	9	0	15	48	The applicant is the widow and has two minor daughters. The deceased government servant would have retired in the year 2045 in normal course. Pension & Terminal benefits are yet to be released as the matter is sub judice (Dispute between applicant and father in law). The applicant does not have any property and does not have any other source of income and needs immediate financial assistance.
6	Sumaha Puhal	4.9.2000	10+2, Diploma in Web Designing	Married	Daughter	Late Sh.Vinod Kumar	17-05-2025	DIRECTOR TECHNICAL EDUCATION	CHOWKIDAR	12	1	10	5	5	10	5	0	0	48	The applicant is daughter of the deceased government servant. The applicant has one minor sister and her mother as dependents. The deceased government servant would have retired in the year 2035 in normal course. The family of the deceased government servant has no property. The applicant's family has no other source of income except the family pension. The family needs immediate financial assistance.

Sr. No.	Applicant Detail					Deceased Government Employee Detail				Point Based Merit System as on 30.09.2026								Bonus	Points obtained	Remarks
	Name	Date of Birth of applicant	Education Qualification	Marital Status (Married/ Unmarried) as on 30.09.2026	Relation with deceased Govt. employee	Name	Date of death	Department	Designation	I	II	III	IV	V	VI	VII	VIII			
7	Daljinder Singh	24.09.2000	Graduate	Unmarried	Son	Late Sh Gurdeep Singh	18-12-2021	Education Department	Work Shop Attendant	20	7	0	5	0	3	4	0	0	36	Both the son and daughter of the deceased government servant including the applicant are adults and above the age of 25 and applicant sister is married. The applicant does not have any dependent family members from the family of the deceased government servant who needs support except his mother (Wife of the deceased government servant) and she is already receiving the family pension. The deceased government servant died in the year 2021 and would have retired in 2026 even in normal course. The family also owns a residential property. The applicant is employed as per the particulars given in the application form. Hence, Financial destitution is not established.
8	Hamanpreet Kaur	17.02.2002	Bachelor in Arts and Certificate in Basic Computer Course (06 Months)	Unmarried	Daughter	Late Sh. Savan Singh	07-12-2021	Deputy Commissioner U.T., Chandigarh	Driver	8	2	10	5	5	0	7	0	0	35	The deceased government servant has one daughter and one son. The brother of the applicant is working as a Patwari. The family is receiving the family pension @ Rs 45300/month approximately. The family received terminal benefits @ Rs 25 lakhs approximately. No financial destitution is not established as Son of the deceased government servant is employed and he is bound to take care of his family as per conduct rules.
9	Ajmeet Singh	22.02.2007	10+2	Unmarried	son	Late Sh. Ravinder Singh	26-09-2024	State Transport Authority UT Chandigarh	MV	6	1	0	10	10	0	5	0	0	32	The family is getting the family pension @ Rs 50000/month. The family received the terminal benefits @ 1.25 crore. The family owns property worth Rs 3.00 crore. The family owns a fortuner vehicle. Hence, Financial destitution is not established.
10	Mahesh Kumar	05.09.1984	Graduate (Arts)	Married	Son	Late Kalu Ram	06-06-2023	Sports Department	Mali	14	1	2	5	0	0	3	5	0	30	Both the sons and daughter of the deceased government servant including the applicant are adults and above the age of 35 and married. The applicant does not have any dependent family members from the family of the deceased government servant who needs support except his mother (Wife of the deceased government servant) and she is already receiving the family pension. The deceased government servant died in the year 2025 and would have retired in 2028 even in normal course. The family owns a residential property. The family received the terminal benefits @ Rs 35 lakhs approximately. Hence, Financial destitution is not established.

Sr. No.	Applicant Detail					Deceased Government Employee Detail				Point Based Merit System as on 30.09.2026								Bonus	Points obtained	Remarks
	Name	Date of Birth of applicant	Education Qualification	Marital Status (Married/ Unmarried) as on 30.09.2026	Relation with deceased Govt. employee	Name	Date of death	Department	Designation	I	II	III	IV	V	VI	VII	VIII			
11	Sh. Gagan Kaushal	14.05.1998	12th Pass, Diploma in Aviation, Hospitality & Travel Management, 6 months computer application course, 1 year experience as Process Trainer	Unmarried	son	Late Sh. Sham Sunder	20-12-2023	Model Jail, Chandigarh (Department of Prisons & Correctional Administration	Head Warder	8	1	10	5	3	0	3	0	0	27	The deceased government servant would have retired in year 2029. The deceased government servant has two son and both are above the age of 25. They are getting family pension of Rs. 49000/- and terminal benefits are received approximately Rs. 40.00 lakhs. Hence, Financial destitution is not established.
12	Naveen Kumar	30.6.1998	Diploma in Electrical Engg.	Unmarried	Son	Late Sh. Vinod Kumar	29-08-2024	DIRECTOR TECHNICAL EDUCATION	Workshop Attendant	14	1	2	5	0	0	3	0	0	25	Both son and daughters of the deceased government servant including the applicant are adults and above the age of 25 and both the daughters are married. The applicant does not have any dependent family members from the family of the deceased government servant who needs support except his mother (Wife of the deceased government servant) and she is already receiving the family pension). The deceased government servant died in the year 2024 and would have retired in 2030 even in normal course. The family received terminal benefits @ 36 lakhs. The family owns a residential property. Hence, Financia destitution is not established.
13	Muskan	06-07-2001	Post Graduate	Unmarried	Daughter	Late Sh. Ashok Kumar	17-09-2023	Chandigarh Transport Undertaking	Driver	6	3	2	5	5	0	2	0	0	25	The applicant is the only daughter of the deceased government servant and aged 25 years. The deceased government servant would have retired in December 2026 otherwise also in normal course. The applicant has no other dependent family member related to the deceased government servant except his mother who is receiving family pension @ Rs 40000/month. The family received the terminal benefits @ Rs 22 lakhs. The family owns a residential property. Hence, Financial destitution is not established.
14	Mandeep Kumar	30.01.1995	12th	Married	Son	Late Sh. Gian Chand	17-02-2022	Education Department	Peon	10	1	2	5	0	0	3	0	0	21	Both the sons and daughters of the deceased government servant including the applicant are adults and above the age of 25 and both the daughters and applicant are married. The applicant does not have any dependent family members from the family of the deceased government servant who needs support except his mother (Wife of the deceased government servant) and she is already receiving the family pension. The deceased government servant died in the year 2022 and would have retired in 2026 even in normal course. The family received the terminal benefits @ 41.5 lakhs approximately. The family owns a residential property. Hence, Financia destitution is not established.

Sr. No	Applicant Detail					Deceased Government Employee Detail				Point Based Merit System as on 30.09.2026								Bonus	Points obtained	Remarks
	Name	Date of Birth of applicant	Education Qualification	Marital Status (Married/ Unmarried) as on 30.09.2026	Relation with deceased Govt. employee	Name	Date of death	Department	Designation	I	II	III	IV	V	VI	VII	VIII			
15	Pardeep Sharma	27.12.1991	10th Matriculation pass	married	son	Late Sh. Satbir Sharma	15-05-2023	Model Jail, Chandigarh (Department of Prisons & Correctional Administration	Assistant Superintendent Jail	6	1	6	5	0	0	2	0	0	20	The deceased government servant would have retired in year 2025 in normal course. All the sons and daughter of the deceased government servant are married and above the age of 30 years. The applicant does not have any dependent family members from the family of the deceased government servant who needs support except his mother (Wife of the deceased government servant) and she is already receiving the family pension. The family owns a property. Financial destitution is not established.
16	Pawan Kumar	14.11.1993	12th	Unmarried	Son	Late Sh. Dharampal	14.08.2022	Chandigarh Transport Undertaking	Sub Inspector	10	1	2	5	0	0	1	0	0	19	Both the sons and daughter of the deceased government servant including the applicant are adults and above the age of 30 and married. The applicant does not have any dependent family members from the family of the deceased government servant who needs support except his mother (Wife of the deceased government servant) and she is already receiving the family pension. The deceased government servant died in the year 2022 and would have retired in 2024 even in normal course. The family received the terminal benefits @ Rs 40 lakhs approximately. The family owns a residential property. Hence, Financial destitution is not established.
17	Manvinder Singh	22.04.1998	12th	Married	Son	Late Sh. Dilbag Singh,	09-08-2022	Chandigarh Transport Undertaking	Conductor	8	1	4	5	0	0	1	0	0	19	Both the sons of the deceased government servant including the applicant are adults and above the age of 28. The applicant does not have any dependent family members from the family of the deceased government servant who needs support except his mother (Wife of the deceased government servant) and she is already receiving the family pension @ Rs 40000/month. The deceased government servant died in the year 2022 and would have retired in 2026 even in normal course. The family also owns a residential property. The family also received the terminal benefits of more than 30 lakhs. Hence, Financial destitution is not established.
18	Jasleen Kaur	27.12.1997	B.A. in Pharmacy	UNMARRIED	Daughter	Late Sh. Jagdeep Singh	12-12-2023	PRINTING AND STATIONERY	Section Holder	6	1	0	5	5	0	2	0	0	19	The deceased government servant expired in the year 2023 and he would have retired in the year 2027 otherwise in normal course. Applicant is the only daughter who is 26 years old. The family received terminal benefits to the tune of Rs. 75 lakhs. The applicants mother is receiving the family pension of Rs. 34000/-. The family owns a residential dwelling unit. Hence, financial destitution is not established.

21/10/26

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Sr. No.	Applicant Detail					Deceased Government Employee Detail				Point Based Merit System as on 30.09.2026								Bonus	Points obtained	Remarks
	Name	Date of Birth of applicant	Education Qualification	Marital Status (Married/ Unmarried) as on 30.09.2026	Relation with deceased Govt. employee	Name	Date of death	Department	Designation	I	II	III	IV	V	VI	VII	VIII			
19	Vijay Kumar	07.09.1984	10+2	Married	SON	Lt. Surjit Singh	18-02-2022	Education Department	SWEEPER CUM CHOWKIDAR	10	1	0	5	0	0	2	0	0	18	All the three sons of the deceased government servant including the applicant are adults and above the age of 25 and married. The applicant does not have any dependent family members from the family of the deceased government servant who needs support except his mother (Wife of the deceased government servant) and she is already receiving the family pension. The deceased government servant died in the year 2022 and would have retired in 2025 even in normal course. The family also owns a residential property. Hence, Financial destitution is not established..
20	Dilsher Rana	20.10.1992	Post Graduate [M.Sc. IT]	Married	Son	Late Sh. Dilbag Rana	31.12.2021	Chandigarh Transport Undertaking	Inspector	0	1	0	5	5	0	1	0	0	18	The son and daughters of the deceased government servant including the applicant are adults and above the age of 25 and married except the one daughter. The deceased government servant died in the year 2021 and would have retired in 2025 even in normal course. The family owns a two residential properties and agricultural land whose valuse is more than 1.5 crores. The family received terminal benefits @ 40 lakhs approximately and receiving family pension @ Rs 45000/-. Hence, Financial destitution is not established.
21	Aryan Dhiman	09.11.2000	Graduate (B.E. Computer Science)	Unmarried	Son	Late Sh. Bir Krishan	19.11.2023	Department of Social Welfare, Women & Child Development, Chandigarh Administration	Research Officer	6	1	0	5	0	0	3	0	Nil	15	Both the sons of the deceased government servant including the applicant are adults and above the age of 25. The family is receiving the family pension @ 50000/month and received terminal benefits @ 32 lakhs. The deceased government servant died in the year 2023 and would have in 2026 even in normal course. The family owns a residential property. Hence, Financial destitution is not established
22	Nixon	09.08.1990	12 th Pass and 2 years Diploma in paramedical course	Unmarried	Son	Late Smt. Gorti	04-05-2021	Education Department	Aya	0	1	10	0	0	0	0	1	0	12	Both the sons and daughters of the deceased government servant including the applicant are adults and above the age of 25 and married. The applicant does not have any dependent family members from the family of the deceased government servant who needs support. The government servant died in the year 2021 and would have retired in 2022 even in normal course. The family received the terminal benefits @ 38.5 lakhs approximately. The wife of the government servant also expired. Hence, Financial destitution is not established.

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21/10/26

Sr. No.	Applicant Detail: Name	Date of Birth of applicant	Education Qualification	Marital Status (Married/ Unmarried) as on 30.09.2026	Relation with deceased Govt. employee	Deceased Government Employee Detail: Name	Date of death	Department	Designation	Point Based Merit System as on 30.09.2026 I	II	III	IV	V	VI	VII	VIII	Bonus	Points obtained	Remarks
23	Shivam Rahar	28-08-1997	B.Tech. IT	MARRIED	Son	Late Smt. Anita Kumari	25-05-2022	PRINTING AND STATIONERY	Desc Reader	6	1	0	3	0	3	3	3	0	10	Both the daughters and son of the deceased government servant including the applicant are adults and above the age of 29 and both the daughters are married. The applicant does not have any dependent family members from the family of the deceased government servant who needs support except his father (Husband of the deceased government servant) and he is already receiving the family pension @ Rs 50000/month. The deceased government servant died in the year 2022 and would have retired in 2026 even in normal course. The family also owns a residential property. The family also received terminal benefits @ 65 lakhs approximately. Hence, Financial destitution is not established.
24	Sushil Nasier	25.07.1992	12th	Married	Son	Late Sh. Surender Singh	28.11.2023	Estate Office, U.T., Chandigarh	Driver	3	1	3	0	3	6	1	0	0	2	The applicant is the only son of the deceased government servant and is already married and 33 years of age. He received the terminal benefits @ Rs 27.65 lakhs. He owns a duplex house. There is no dependent family members related to the deceased government servant except the applicant. Financial destitution is not established
25	Gitika Lamba	04-05-2000	BA	Widow	Wife	Lt. Sh. Sandeep Kumar	30-05-2023	Planning & Evaluation Organization	Cook											Incomplete Application
26	Raman Sharma	24-04-2005	12th	UNMARRIED	Son	Late Sh. Umesh Kumar	24-04-2024	PRINTING AND STATIONERY	Office Machine Operator											Incomplete Application
27	Abhishek Gulleria	25.02.1997	B.A.	UNMARRIED	Son	Late Sh. Ravinder Singh	03.01.2025	PRINTING AND STATIONERY	P.O. Reader											Incomplete Application
28	Manish Khatri	25.01.1995	12th, IT	UNMARRIED	Son	Late Sh. Harish Kumar Khatri	27-04-2024	PRINTING AND STATIONERY	Computer											Incomplete Application