

MINUTES OF THE REVIEW CIRCLE RELAXATION COMMITTEE MEETING
HELD AT THE OFFICE OF THE CHIEF POSTMASTER GENERAL,
THIRUVANANTHAPURAM ON 13-07-2023 and 14-07-2023

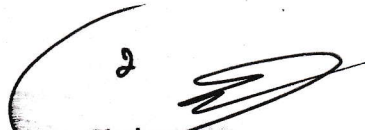
1. As per instructions vide Directorate letter no. 24-18/2023-SPG-II dated 07.07.2023, Review Circle Relaxation Committee was constituted with the following Officers. The Review CRC for the vacancy year 2021 was held at the office of the Chief Postmaster General, Thiruvananthapuram on 13.07.2023 and 14.07.2023 for considering the applications for appointment on compassionate grounds in relaxation of normal Recruitment Rules.

- a) Mr.A.Govindarajan
PMG, Northern Region, Calicut - 673011 - Chairperson
- b) Mr.Sayeed Rashid
PMG, Central Region, Kochi - 682020 - Member I
- c) Mr.Alexin George
Director of Postal Services (HQ)
Thiruvananthapuram - 695033 - Member II

2. The CRC for the vacancy year 2021 was held on 24.11.2022. The following records were placed before the Review Circle Relaxation Committee.

- a) Files showing the vacancy for compassionate appointment for the year 2021 and the approval of the Competent Authority.
- b) O/o DAP, Trivandrum letter no. /Admn.I/E.I/C-75/2023-24 dated 11.07.2023 showing the reassessed vacancy for compassionate appointment for the year 2021.
- c) Applications for compassionate appointment along with all related documents of the 14 cases considered by the Review CRC.
- d) SOP for compassionate appointment issued vide Directorate letter no.17-1/2022-SPG-II dated 24.03.2022 and RMPs issued vide letter of even number dated 23.03.2022.
- e) Minutes of the original CRC held on 24.11.2022.
- f) Directorate letter no.24-18/2023-SPG-II dated 21.02.2023 and letter of even number dated 07.07.2023.


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g) DoP&T OM No.14014/6/94-Estt(D) dated 09.10.1998 and No.14014/02/2012-Estt(D) dated 16.01.2013.


h) Directorate letter No.24-219/95-SPB-I dated 30.08.1995 and no.24-4/97-SPB-I dated 15.05.1997.

3. Directorate vide Letter No 24-18/2023-SPG-II dated 07.07.2023 directed to conduct Review CRC for the vacancy year 2021. Hence, Review CRC for the vacancy year 2021 was convened on 13.07.2023 and 14.07.2023. The CRC held on 24.11.2022 considered 14 applications for Compassionate appointment for the vacancy year 2021. The present review CRC also considered all the 14 applications considered in the CRC held on 24.11.2022. Among these 14 applications, 11 applications were received since the CRC held on 20/21.10.2021. Three applications which were already considered in the CRC held on 20/21.10.2021 but not recommended, as the RMPs scored by the applicants did not come in the zone of selection were also considered by this review CRC based on the instructions contained under para 5 of letter No 17-1/2022-SPG-II dated 23.03.2022.

4. A system of allocation of Relative Merit Points (RMPs) to various attributes based on a hundred point scale is communicated vide Directorate letter no.17-1/2022-SPG-II dated 23.03.2022. This order came into effect from the date of issue of the order, 23.03.2022 and it has been instructed that all CRCs meeting after the date of issue of the said letter will follow the instructions contained therein. The Committee analysed each case received based on these parameters and awarded RMPs to the applicants accordingly.

5. As per the scheme for compassionate appointment circulated in DoP&T OM No.14014/6/94-Estt(D) dated 09.10.1998 and No 14014/02/2012-Estt(D) dated 16.01.2013, the Committee constituted for considering requests for appointment on compassionate grounds should limit its recommendation to appointment on compassionate grounds only in really deserving cases and only if vacancy meant for compassionate appointment is available, within a ceiling of 5 % of vacancies falling under DR quota.


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6. The original CRC for the vacancy year 2021 held on 24.11.2022 considered the following number of vacancies for recommendation for compassionate appointment. SA-1, Postman – 8, MTS – 9 : Total – 18. That CRC also considered one MTS vacancy of DAP of vacancy year 2016-17, for recommendation for compassionate appointment. Directorate had instructed vide letter no. 24-18/2023-SPG-II dated 07.07.2023 to reassess vacancies of PAO for previous years and add it with the total vacancies of 2021 and then earmark 5% of DR vacancies for the year 2021 for compassionate appointment as prescribed in Para 7 of DOP&T OM No.140414/02/2012-Estt.(D) dated 16.01.2013. As such, O/o DAP, Trivandrum has submitted the revised vacancy position for compassionate appointment for the vacancy year 2021 vide letter no. /Admn.I/E.I/C-75/2023-24 dated 11.07.2023 as under:

LDC – 1 MTS – 1

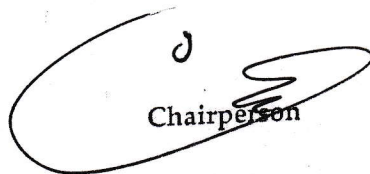
So the total vacancies for which CRC is to be conducted for the vacancy year 2021 are as follows:

SA	Postman	LDC	MTS	Total
1	8	1	10	20

As per Standard Operating Procedure (SOP) dated 24.03.2022, Part II Para 2 (i) vacancies earmarked for Compassionate appointment for the vacancy year 2021 of Kerala Postal Circle and DAP, Trivandrum have been clubbed together and considered for recommendation under compassionate appointment in the present review CRC.

7. The following three compassionate cases considered and not recommended in the last CRC meeting held for the vacancy year 2020 (including vacancies of 2018 and 2019 also) on 20.10.2021 and 21.10.2021 have been re-considered in this Review CRC meeting as per Directorate instructions vide letter no.17-1/2022-SPG-II dated 23.03.2022 which prescribes to


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consider each case in three consecutive CRCs continuously in a row and if a case is not recommended in the three CRCs depending upon RMPs of the case, the CRC which is considering the case in third time, shall reject the case.

a) Case of Ms.Leeja S R, D/o Late J Stanley Raj, LSG Supervisor, Kollam RMS, RMS TV Division :-

The case of Ms. Leeja S R was not recommended by the CRC convened on 20/21-10-2021 citing the following reasons. The widow of the deceased employee is a service pensioner, receiving her own pension of Rs.24660/- along with family pension of Rs.32050/-. Also, RMP scored by the applicant is 31, which was lesser compared to the last selected candidate who had scored 34 RMPs in that CRC based on the relative indigence. Moreover, the claimant has not studied 'Malayalam' (Local language) in 10th Standard. In view of the foregoing grounds, the Circle Relaxation Committee had not recommended the case of Ms.Leeja S R, as she did not come in the zone of selection as the compassionate appointments are to be restricted up to 5 % of direct quota vacancies.

Now, the applicant has RMP of 33 points as per the current SOP and RMP. Ms.Leeja S R has been considered for the post of Lower Division Clerk on the basis of RMP scored by her now. For selection as Lower Division Clerk (LDC) there is no basic requirement of local language qualification upto 10th standard and so the applicant is recommended for the post of Lower Division Clerk subject to the approval of the Secretary Posts as the family of the applicant has one earning member. The Recruitment Rule for Lower Division Clerk issued on 11.10.2010 has been referred for the said recommendation.

b) Case of Shri.Vaishnav Vijayan, S/o Late Vijayan I, PA, NIT Campus SO, Calicut Division :-

The case of Shri.Vaishnav Vijayan was not recommended by the CRC convened on 20/21-10-2021 for the following reasons. The monthly family pension of the widow is


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Rs.30200/- and the monthly income of family from property is Rs.12000/-. Also, RMP scored by the applicant is 30, which is less compared to the last selected candidate who had scored 34 RMPs in that CRC based on the relative indigence. In view of the preceding grounds, the Circle Relaxation Committee had not recommend the case of Shri.Vaishnav Vijayan, as he did not come in the zone of selection as the compassionate appointments are to be restricted up to 5 % of direct quota vacancies.


The RMP score of the applicant in the CRC held on 20/21-10-2021 was 30. The RMP score of the applicant increased to 40 in CRC held on 24.11.2022 and RMP score in the Review CRC is 40, as the present calculation has been done based on the SOP issued on 24.03.2022 and RMPs issued on 23.03.2022. Now the applicant comes under the zone of consideration and he is recommended for appointment to the post of Postman.

c) Case of Shri.Ajithkumar M, S/o Late Mathy A, LSG Supervisor, HRO RMS EK Division :-

The case of Shri.Ajithkumar M was not recommended by the CRC convened on 20/21-10-2021 due to following reasons. The widow of the deceased employee is receiving family pension of Rs.31100/- and the monthly income of family is Rs.9000/-. Also, RMP scored by the applicant is 30, which is less compared to the last selected candidate who had scored 34 RMPs in that CRC based on the relative indigence. In view of the above grounds, the case of Shri Ajithkumar M was not recommended by that Circle Relaxation Committee, as he did not come in the zone of selection as the compassionate appointments are to be restricted up to 5 % of direct quota vacancies.

The RMP scored by this applicant in the CRC held on 20/21-10-2021 was 30 and the RMP scored by the applicant was 28 in CRC held on 24.11.2022. RMP at the time of Review CRC is also 28. Present calculation of RMPs has been done based on the SOP issued on 24.03.2022 and RMP issued on 23.03.2022. Based on the RMP scored by the applicant he is recommended for the post of Postman subject to the approval of the Secretary Posts as there is an earning member in the family, the applicant has earning of Rs.9000/- per month.


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8. The Review CRC also considered 11 applications which were considered in the original CRC as fresh cases.

9. As per the level in the pay matrix, Sorting Assistant (Level-4), Postman (Level – 3), Lower Division Clerk (Level – 2) and MTS (Level – 1) vacancies have been allotted to the candidates in the descending order of RMPs and subject to satisfaction of other qualifying conditions. One vacancy of LDC reported by DAP Trivandrum has been recommended to be filled by taking into account the parameters prescribed in relevant Recruitment Rules for LDC issued in 2010.

10. The posts recommended by the committee for appointment by the applicants based on RMP score of the applicants and satisfaction of other eligibility condition is tabulated below. Applicants at Sl No 1, 2, 11, 13, 14 require approval of the CPMG for age relaxation.

Sl. No.	Name of applicant	Recommended for the post of
1	Smt.Lekha S, W/o Late Shri.S.Sajeev, MTS SRO Kollam	MTS Recommended subject to relaxation of age by the CPMG.
2	Shri.Gokul Kumar P R, S/o Late Shri.Ravikumar S, MTS Adur HO	Sorting Assistant Recommended subject to relaxation of age by the CPMG.
3	Shri.Rahul J R, S/o Late Shri. P A Jayakumar, MTS, Peroorkada SO	Postman
4	Shri. Siva R, S/o Late Shri. R Rajasekharan, MTS SRO Shoranur	MTS
5	Shri.Abhiraj T R, S/o Late Shri.Rajan K, Postal Assistant, Alathur MBR HPO, Palakkad Division	Recommended for the post of postman subject to approval of Secretary (Posts) as there is an Earning Member in the family, mother of the applicant is working as Anganvady worker with Honorarium of Rs.11,531/- per month.

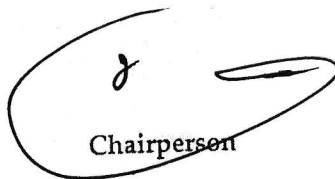
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Sl. No.	Name of applicant	Recommended for the post of
6	Shri.Vyshak M, S/o Late Shri.Manoharan M, Mail Overseer, Payyannur Sub Division	Postman
7	Kum.Neeraja S Nair, S/o Late Shri. Ramachandran S, SA, HRO Trivandrum	Postman.
8	Shri.Anasghan.P.A., S/o Late Shri.Abdulla Y, SPM Kaniyarcude	Recommended for the post of Postman, subject to approval of Secretary Posts as there is an Earning Member in the family, the applicant has earning of Rs.5000/- per month
9	Shri.Vaishnav Vijayan, S/o Late Vijayan I, PA NIT Campus PO	Postman
10	Shri.Govind Babu, S/o Late Shri.K Babu, Senior Accountant, O/o DAP Trivandrum	Postman
11	Smt.Leeja S R, D/o Late Shri. J Stanley Raj,LGS Supervisor, Kollam RMS	Recommended for the post of Lower Division Clerk (LDC) at O/o DAP, Trivandrum subject to relaxation of age by the CPMG and approval of Secretary (Posts) as there is an Earning Member in the family, wife of the deceased is a service pensioner with earning of Rs.24660/- per month.
12	Shri.Ajith Mohanan, S/o Late Smt.Usha K, PA, Erumapetty	Recommended for the post of MTS trainee subject to approval of Secretary (Posts), as the applicant does not have required educational qualification.
13	Shri.Ajithkumar M, S/o Late Shri. Mathy A, LSG Supervisor, HRO Ernakulam	Recommended for the post of Postman, subject to approval of Secretary Posts as there is an Earning Member in the family, the applicant has earning of Rs.9000/- per month. Subject to relaxation of age by the CPMG.


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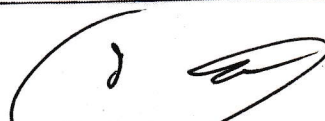
Sl. No.	Name of applicant	Recommended for the post of
14	Shri.Arjun K.P., S/o Late Smt.Sheila Ramani K.P., PM WestHill	Recommended for the post of MTS, subject to approval of Secretary Posts as i) The case is more than 5 years old. ii) At the time of death of the official the applicant was working abroad. As per income certificate dated 06.01.2022, the applicant has earnings of Rs.15000/- per month, hence there is an earning member in the family. Subject to relaxation of age by the CPMG.


11. The applicants have been considered for the post of SA, Postman, LDC and MTS depending on the RMP score of the applicants, in the said order subject to the satisfaction of eligibility conditions like educational qualification of the applicant.

12. As per Directorate letter No.24-219/95-SPB-I dated 30.08.1995 and no.24-4/97-SPB-I dated 15.05.1997, the following cases recommended by the CRC are to be forwarded to the Secretary, Department of Posts for consideration with categorical recommendation of the Head of the Circle, for reasons cited against each.

Sl. No.	Name of candidates	Reason
i)	Shri.Abhiraj T R, S/o Late Shri.Rajan K, PA, Alathur MBR HO, Palakkad Division	i) There is an earning member in the family, ie. widow of the deceased employee is working as Anganavady worker with honorarium of Rs.11,531/- per month.
ii)	Shri.Anasghan.P.A., S/o Late Shri.Abdulla Y, SPM Kaniyarcod	i) There is an Earning Member in the family, the applicant has earning of Rs.5000/- per month.


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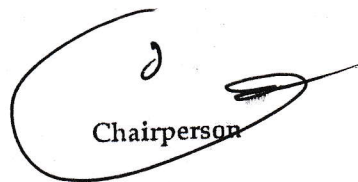

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Sl. No.	Name of candidates	Reason
iii)	Ms.Leeja S R, D/o Late Shri. J Stanley Raj, LSG Supervisor, Kollam RMS	i) There is an Earning Member in the family, wife of deceased is a service pensioner with earning of Rs.24660/- per month.
iv)	Shri.Ajith Mohanan, S/o Smt.Usha K, PA, Erumapetty	i) The candidate has not studied Malayalam at least upto 10 th Standard. The committee recommends to appoint him as MTS trainee subject to approval of Secretary Posts. The applicant will declare in writing that he is willing to submit the necessary certificates of educational qualification within prescribed period, if he is offered appointment under compassionate grounds.
v)	Shri.Ajithkumar M, S/o Late Shri. Mathy A, LSG Supervisor, HRO Ernakulam	i) There is an Earning Member in the family, the applicant has earning of Rs.9000/- per month.
vi)	Shri.Arjun K.P., S/o Late Smt.Sheila Ramani K.P., PM West Hill	i) The case is more than 5 years old. ii) At the time of death of the official the applicant was working abroad. As per income certificate dated 06.01.2022, the applicant has earnings of Rs.15000/- per month, hence there is an earning member in the family.

13. The case of Kum.Neeraja S Nair, D/o Late Shri. Ramachandran S, SA, HRO Trivandrum was considered in the CRC held on 24.11.2022 and the case was sent to the approval of Secretary (Posts) citing the reason that the brother of the applicant was an earning member. On perusal of the case the brother of applicant, Shri.Sooraj R Nair was an MBBS student at the time of death of official and not an earning member. Hence, the case is recommended by this review CRC for appointment under compassionate ground and not taken up with Directorate for approval.


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14. Candidates recommended for the post of SA, Postman and LDC will clear the prescribed typing test on appointment.

15. The cases of Shri.Ajith Mohanan, S/o Smt.Usha K, PA, Erumapetty is recommended for the post of MTS trainee subject to approval of Secretary (Posts), as this applicant has not studied Malayalam (local language) at least upto 10th standard which is a minimum educational qualification for recruitment to the post of Postman and Multi Tasking Staff and hence he has been considered for the post of MTS trainee.

16. The CRC found that the case of the following applicants there was difference in the RMPs calculation.

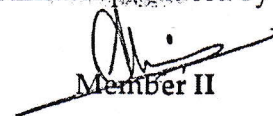
Sl. No.	Name of applicant	RMPs awarded for applicant in CRC dated 24.11.2022	Total RMPs awarded in the CRC dated 24.11.2022	Total RMPs awarded in the CRC dated 13/14.07.2023	Variation
1	Smt.Lekha S, W/o Late Shri.S.Sajeev, MTS SRO Kollam	Monthly income - 5	91	90	-1
2	Kum.Neeraja S Nair, S/o Late Shri. Ramachandran S, SA, HRO Trivandrum	Monthly income - 0	41	46	+5
3	Shri.Anasghan.P.A., S/o Late Shri.Abdulla Y, SPM Kaniyarcod	Monthly income - 3	41	42	+1
4	Shri.Ajith Mohanan, S/o Smt.Usha K, PA, Erumapetty	Basic family pension - 20	51	31	-20

17. After considering all the applications and recommendations made thereon, six MTS posts remain not recommended for want of applicants.

18. Committee recommends to verify all the certificates produced by the candidates by the appointing authority before actual appointment. If any of the certificates produced by the


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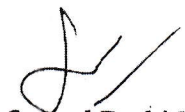
candidates are found to be not genuine at a later date or if any of the facts submitted by the applicant are found to be false at a later date, candidates are liable to be terminated from service.

19. The Committee further recommends that the Divisional Heads to ensure that all the candidates recommended fulfill the educational and other qualifications prescribed for the posts as per the relevant Recruitment Rules before issuing appointment orders.

20. Based on the instructions contained in the Standard Operating Procedure (SOP) dated 24.03.2022 as 6 (Six) cases are to be sent to Directorate for approval of Competent Authority, appointment process in the remaining cases may also be done only on receipt of approval or otherwise from Directorate with regard to the 6 (Six) cases taken up with Directorate.

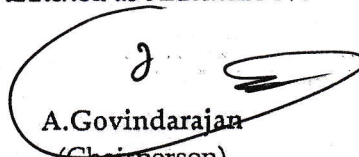
21.

- List of cases presented before the Review CRC in CO/Comp Apptt/II are annexed as Annexure I.
- List of cases 'recommended for appointment by Review CRC in CO/Comp Apptt/III are annexed as Annexure II.
- List of cases 'referred to Directorate' by Circle CO/Comp Apptt/VI are annexed as Annexure III.
- The Total RMPs awarded and recommendations of the CRC held on 24.11.2022 and this Review CRC is tabulated and annexed as Annexure IV.



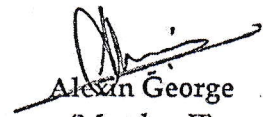
Sayeed Rashid
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Central Region, Kochi 682 020



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