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Department of Posts  
Ministry of Communications  
Office of the Chief Postmaster General, Punjab Circle  
Sandesh Bhawan, Sector-17/E  
Chandiagr-160017

To

Deputy Director  
Centre of Excellence in Postal Technology  
Mysuru-570010


No. Rectt/4-26/CCE/2021 Dated at Chandigarh the 24.04.2023.

Sub: Regarding minutes of Committee on Compassionate Engagement (CCE) meeting held on 17.04.2023 to consider cases of dependent of deceased Gramin Dak Sewaks for the period January-February 2023 in respect of Punjab Circle.  
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I am directed to forward herewith minutes of the Committee on Compassionate Engagement (CCE) meeting held on 17.04.2023 to consider cases of dependent of deceased Gramin Dak Sewaks for the period January-February 2023 in respect of Punjab Circle for publishing on the [www.indiapost.gov.in](http://www.indiapost.gov.in).

Sr. No.	Subject	Document No. with date	Display Start Date	Display End Date	Document Category	Sub Category	Content Author
1	Regarding minutes of Committee on Compassionate Engagement (CCE) meeting held on 17.04.2023 to consider cases of dependent of deceased Gramin Dak Sewaks for the period January-February 2023 in respect of Punjab Circle	Rectt/4-26/CCE/2021 dated 24.04.2023	24.04.2023	-	Recruitment & Results	Result	Punjab Circle

DÁ/ As above.

  
Asstt. Director Postal Services (BD & Mails),  
Punjab Circle, Chandigarh-160017

Copy for information and necessary action:-

1. Asstt. Director (MOD), Punjab Circle, Chandigarh for uploading the same on [www.punjabpostalcircle.gov.in](http://www.punjabpostalcircle.gov.in)
2. Sr/Supdt of Post Offices/RMS in Punjab Circle.

Minutes of Committee on Compassionate Engagement to consider the cases of dependent of deceased Gramin Dak Sevaks, upto Bi-monthly period of January-February 2023.

A Bi-monthly meeting of Committee on Compassionate Engagement comprising of Ms. Manisha Bansal Bādal, Postmaster General, Punjab West Region, Chandigarh, as Chairperson, Ms. Radhika Dhir, Director Postal Services (HQ), Punjab Circle, Chandigarh as Member and Mr. Jitin Bansal, Director of Accounts (Postal), Punjab Circle, Chandigarh as Member was held on 17.04.2023 to consider cases for engagement on compassionate grounds.

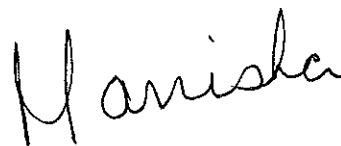
2. The committee considered all 9 (Nine) cases of compassionate engagement pertaining to the period January-February 2023 alongwith cases recommended to be considered in subsequent CCE in the CCE meeting held on 16.02.2023, in the light of instructions contained in Directorate letter No.17-1/2017-GDS dated 30.05.2017 & 18.12.2019, 17-02/2018-GDS dated 08.03.2019, 17-01/2017-GDS (Vol-I) dated 09.02.2022 and other instructions issued from time to time.

3. The eligibility criteria for compassionate engagement in GDS, as prescribed in Directorate letter No. 17-1/2017-GDS dated 30.05.2017 is as follows:-

- (i) The family deserves immediate assistance of relief from financial destitution; and
- (ii) The applicant for compassionate engagement should be eligible and suitable for post in all respects as per the conditions prescribed for normal regular selection to the GDS.
- (iii) Engagement on compassionate grounds should be made only on regular basis and that too only, against regular GDS vacancies.
- (iv) To the extent possible, compassionate engagement should be offered to a GDS post near the place where the family of deceased GDS normally resides. However, if there are no suitable vacancies to immediately engage the applicant, any post in the same sub division or division may be offered.
- (v) Requests received after one year from the date of death of the GDS will be considered as belated requests. Such cases should be recommended by the CCE only, if the reasons given by the applicant are found to be genuine and convincing. The CCE/Head of Circle should keep in mind the fact that the concept of compassionate engagement is largely related to the need for immediate assistance to the family of the GDS in order to relieve it from economic distress.
- (vi) "Dependent Family Member" means- Daughter-in-law of deceased GDS who is wholly dependent on GDS, if the only son of the GDS is predeceased, provided she gives an undertaking that she is not availing the same benefit from her own parenthood.
- (vii) A widow engaged on compassionate grounds will be allowed to continue in service even after re-marriage.
- (viii) In deserving cases even when there is already an earning member in the family, a dependent family member may be considered for compassionate engagement, if the CCE is satisfied that grant of compassionate engagement is justified having regard to number of dependents, assets and liabilities left by the GDS, income of the earning member as also his liabilities including the fact the earning member is residing with the family of the GDS and whether he/she should not be a source of support to their members of the family.



(Jitin Bansal)  
Director (Finance)  
Punjab Circle, Chandigarh  
(Member)



(Manisha Bansal Bādal)  
Postmaster General,  
Punjab West Region, Chandigarh  
(Chairperson)



(Radhika Dhir)  
Director Postal Services (HQ)  
Punjab Circle, Chandigarh  
(Member)

4. The Committee has observed that as per instructions contained in Directorate letter number 17-02/2018-GDS dated 08.03.2019 the educational qualification "Secondary School Examination pass certificate of 10th standard with passing marks in Mathematics and English (having been studied as compulsory or elective subjects) conducted by any recognized board of school education of the Government of India/State Government/Union Territory in India shall be a mandatory education qualification for Gramin Dak Sewaks. The candidate should have studied the local language at least upto 10<sup>th</sup> Standard (as compulsory or elective subjects) as declared by the State Government or as per constitutional provisions relating to the 8<sup>th</sup> schedule of Constitution of India.

The Committee was informed that Directorate vide letter no. 17-02/2018-GDS dated 11.05.2022 has approved the following substitution in Para II (iii) of existing revised eligibility criteria for engagement to the post of Gramin Dak Sewak (GDS) posts. The same is reproduced as under:-

*"An undertaking has to be submitted by the candidate declaring that he/she has adequate knowledge to operate Computer desktop/laptop/PoS/mobile etc. to work on the Departmental softwares."*

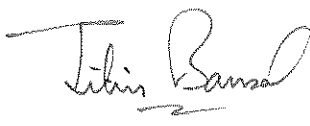
The Committee was informed that Directorate vide letter no. 17-01/2017-GDS (Vol-I) dated 09.02.2022 has approved that Cases may be considered provisionally for Dak Sewak only & may be given considerable time upto maximum 3 years for acquiring of minimum education qualification as prescribed with the following terms and conditions:-

- i). She/he will be at the minimum of TRCA. Annual increment shall not be allowed until acquiring the minimum required educational qualifications and until regularization of engagement.
- ii). Engagement shall be provisional subject to provisions under Rule-8 of GDS (Conduct and Engagement) Rules, 2020 in the case of not acquiring minimum required educational qualification.
- iii). Transfer shall not be considered before regularization of engagement.


5. The upper age limit for the purpose of engagement to GDS shall be 40 years, relaxable to 43/45 for OBC/SC-ST categories respectively. The age eligibility shall be determined with reference to date of application.


6. The committee after detailed deliberations and careful scrutiny of all the records made following observations:-

Annexure 'A'	Cases considered by the CCE and recommended.
Annexure 'B'	Cases recommended to be considered in subsequent CCE.



(Jitin Bansal)  
Director (Finance)  
Punjab Circle, Chandigarh  
(Member)

  
(Manisha Bansal Badal)  
Postmaster General,  
Punjab West Region, Chandigarh  
(Chairperson)

  
(Radhika Dhir)  
Director Postal Services (HQ)  
Punjab Circle, Chandigarh  
(Member)

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## Annexure-A

Cases recommended for compassionate engagement by the CCE.

Sr. No.	Details of Deceased employee (Sh/Shri/Ms)	Details of applicant (Sh/Shri/Ms)	Whether English, Math, & Punjabi passed in 10th & Computer certificate attached		Remarks of the CCE
1	Rectt-R/5-43/2022 Gurdeep Singh Ex- BPM Dulowal BO Bhatinda Division DOD: 16.12.2022	Manpreet Kaur (Widow) DOB: 04.08.1990 EQ: 9th DOA: 26.12.2022 (SC) (Residing with family)	Eng	-	Recommended for provisional engagement as Dak Sewak subject to acquiring prescribed educational qualification within 3 years in accordance with Directorate letter no. 17-01/2017-GDS (Vol-I) dated 09.02.2022
			Math.	-	
			Pun	-	
			Comp.	-	
2	Rectt-R/5-2/2023 Jaswant Singh Ex- BPM Sidhpur BO Kapurthala Division DOD: 09.01.2023	Harnaik Singh (Son) DOB: 12.09.1977 EQ: 10th DOA: 22.03.2023 (OC) (Residing with family)	Eng	Y	Recommended with age relaxation for provisional engagement as Dak Sewak subject to acquiring prescribed educational qualification within 3 years in accordance with Directorate letter no. 17-01/2017-GDS (Vol-I) dated 09.02.2022
			Math.	N	
			Pun	Y	
			Comp.	N	

*Jitin Bansal*

(Jitin Bansal)  
Director (Finance)  
Punjab Circle, Chandigarh  
(Member)

*Manisha*

(Manisha Bansal Badal)  
Postmaster General,  
Punjab West Region, Chandigarh  
(Chairperson)

*Radhika Dhir*

(Radhika Dhir)  
Director Postal Services (HQ)  
Punjab Circle, Chandigarh  
(Member)

**Annexure-B**  
**Cases recommended to be considered in subsequent CCE.**

Sr. No.	Details of deceased employee (Sh/Shri/Ms)	Recommendations by CCE
1	Rectt-R/5-01/2023 Sh. Manjinder Singh Ex- ABPM MC Chandiani Khurd BO Hoshiarpur Division	Incomplete Case  Complete case may be putup in next CCE.
2	Rectt-R/5-42/2022 Jagtar Singh Ex- ABPM Dulowal BO Bhatinda Division	Incomplete Case.  Undertaking of applicant & Consent of dependent family members are wanting.  Complete case may be putup in next CCE.
3	Rectt-R/5-20/2022 Sh. Naresh Chand Ex- ABPM(MD) Karari BO Hoshiarpur Division	Caste certificate of applicant & Death Certification of Mother of the applicant are wanting.  Complete case may be putup in next CCE.
4	Rectt-R/5-26/2022 Sh. Ramji Dass Ex- ABPM MC Lalwan BO Hoshiarpur Division	Matriculation Board appears to be unrecognized, Division to verify the same.  Caste certificate of applicant is wanting.  Complete case may be putup in next CCE.
5	Rectt/4-8/GDS/2022 Hari Singh Ex- GDS BPM Lubangarh BO Ludhiana (M) Division	Educational document of the applicant are wanting. Division to obtain the same.  Complete case may be putup in next CCE.
6	Sh. Harmeet Singh Ex-Dak Sewak Moonak S.O Sangrur Division	Documents from dependent family members are wanting.  Complete case may be putup in next CCE.
7	Sh. Amrik Singh Ex-ABPM Jhuner BO Moonak S.O Sangrur Division	Documents from dependent family members are wanting.  Complete case may be putup in next CCE.



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