

श्रीमती/सुश्री अधिवक्ता लवली शर्मा  
उत्तर प्रदेश

विषय: सूचना का अधिकार अधिनियम 2005 के अंतर्गत सूचना उपलब्ध कराना।

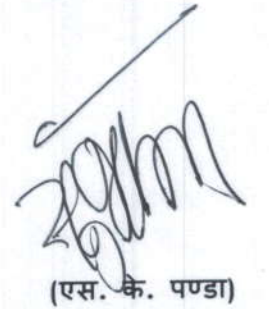
संदर्भ: आपका आरटीआई आवेदन दिनांक 30.12.2023 जो इस कार्यालय में DOPT portal के द्वारा प्राप्त हुआ।

क्रम संख्या	मांगी गई जानकारी	उपलब्ध कराई गई जानकारी
1.	1, 2, 3, 4, 6 & 7	संबंधित कार्यालय से प्राप्त सूचना संलग्न है।
2.	5	आरटीआई कानून की धारा 2(f) के तहत कोई स्पष्टीकरण नहीं दिया जा सकता है।

आशा है उपरोक्त जानकारी पूर्ण और संतोषजनक है। यदि नहीं, तो आप अपीलीय प्राधिकारी को पत्र की प्राप्ति के 30 दिनों के भीतर अपील कर सकते हैं, जिसका नाम और पता इस प्रकार है;

श्री गौरव शर्मा  
महाप्रबंधक / प्रशासन, DFCCIL,  
चतुर्थ मंजिल, सुप्रीम कोर्ट मेट्रो स्टेशन बिल्डिंग,  
प्रगति मैदान, नई दिल्ली -110001

संलग्न: 08 पृष्ठ



(एस. के. पण्डा)

संयुक्त महाप्रबंधक / प्रशा. (ज. सू. अ.)  
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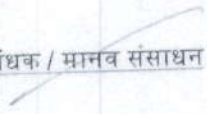
विषय: सूचना के अधिकार के अंतर्गत आवेदनकर्ता का नाम लवली शर्मा (वरिष्ठ अधिवक्ता), निवासी लखनऊ उत्तर प्रदेश, के आरटीआई क्रमांक 1211 दिनांक 30.12.2023 के आवेदन के संदर्भ में उपलब्ध कराई गई सूचना के संबंध में

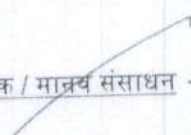
संदर्भ: एचक्यू/एचआर/आरटीआई/2024 दिनांक 23.01.2024

उपरोक्त के संदर्भ में मांगी गई सूचना निम्नानुसार है:

क्र.सं	मांगी गई जानकारी	उत्तर
1.	प्रश्न संख्या 01 से 05	प्रश्न संख्या 01 से 05 तक मांगी गई जानकारी हमारे विभाग से संबंधित नहीं है।
2.	यह है कि जो संविदा कर्मी लगभग 10 वर्षों या उससे अधिक समय से कार्य कर रहे हैं एवं जिनके पास तकनीकी डिग्री भी है ऐसे संविदा कर्मियों के लिए आपकी संस्था क्या कर रही है? सूचना उपलब्ध कराएं	मांगी गई जानकारी, सूचना के अधिकार अधिनियम 2005 के अनुच्छेद 2(च) के अंतर्गत विनिर्दिष्ट नहीं है।
3.	यह है कि संविदा कर्मी का यदि अप्रेंटिस कोटा के तहत नहीं भर्ती किया जा सकता है तो जो संविदा कर्मी लगभग 10 वर्षों या उससे अधिक समय से कार्य कर उनको भी विभिन्न वर्गों में क्यों नहीं भर्ती किया जा सकता है सूचना उपलब्ध कराएं	मांगी गई जानकारी, सूचना के अधिकार अधिनियम 2005 के अनुच्छेद 2(च) के अंतर्गत विनिर्दिष्ट नहीं है, फिर भी यह सूचना दी जाती है कि डीएफसीसीआईएल में ऐसी कोई पॉलिसी नहीं है, जिसके तहत संविदा कर्मी की भर्ती की जा सके।

  
प्रबंधक / मानव संसाधन

  
अतिरिक्त महाप्रबंधक / मानव संसाधन

  
महाप्रबंधक / मानव संसाधन

संयुक्त महाप्रबंधक / प्रशासन / जन सूचना अधिकारी

नोट

21/1

दिनांक 19.01.2024

सं. एचक्यू / मा.सं. पॉलिमी / आरटीआई

आरटीआई-1211

क्र.सं.	मांगी गई जानकारी	उत्तर
1.	यह परिपत्र सं. 09/2021 दिनांक 02.05.2021 अनुकंपा के आधार पर नियुक्ति को नियुक्ति का आधार बनाया गया है, क्या इसके संबंध में कोई अधिसूचना या जानकारी है कि क्या इसे डीओपीटी से पारित किया गया है।	अनुकंपा के आधार पर नियुक्ति की पॉलिमी सक्षम प्राधिकारी के अनुमोदन से जारी की गई थी है। संबंधित परिपत्र संख्या 09/2021 दिनांक 02.05.2021 (प्रति मंलग्र) है।

सदरम सं. 2022 एचक्यू / प्रशासन / आरटीआई - 1211

09/1/2024

19/1/2024

उप महाप्रबंधक / मानव संसाधन

संयुक्त महाप्रबंधक / जन सूचना अधिकारी

Dated/02.05.2021

File. HQ-HR0COPO(HRP)/1/2021-HR-COORD and Policy/6621

**CIRCULAR No.09/2021**

**Sub: Appointment on compassionate ground**

BOD in its 77<sup>th</sup> meeting held on 23.04.2021(77.3.3) has accorded approval for grant of compassionate appointment as a social security measure, as per which appointments can be made on compassionate ground to a dependent family member of DFCCIL regular employee, to tide over the immediate financial crisis.

**1. Objective:**

The objective of the scheme is to grant appointment on compassionate ground to a dependent family member of DFCCIL regular employees, who dies (natural/accidental), leaving his/her family in penury- and without any means of livelihood, so as to relieve the family of DFCCIL employee concerned, from financial destitution and to help, to tide over the crisis.

**2. Applicability:** The scheme shall be applicable to dependent family member of a regular DFCCIL employee, who dies while in service and also for those who have died while in service during the last 5 years.

**3. Dependent Family Members Dependent Family member means: -**

- (i) Spouse, or,
- (ii) Son (including adopted son); or,
- (iii) Daughter (including adopted daughter)-unmarried/widowed/ divorcee) who was wholly dependent on DFCCIL employee, at the time of his/her death in harness.

**4.** Employee for the purpose of these instructions means an employee appointed on regular basis and not one working on daily wages, or casual, or, an apprentice or, ad-hoc, or on contract, or-reemployment /consultant basis.

**5. Competent Authority to make compassionate appointment:** MD, DFCCIL shall be the Competent Authority to make compassionate appointments in DFCCIL

**6. Posts and qualification for which Compassionate appointment can be made**

**6.1 Posts:** Compassionate Appointment shall only be made at the Grade of N1 (16000-45000) and E0 (30000-120000), where there is an element of Direct Recruitment. In case compassionate ground appointee and a candidate recruited through open market join on the same day, the candidate joining through open market will be placed before those appointed through compassionate appointment. No compassionate appointment shall be permissible in intermediate grades, or, in scale higher than that of 30000- 420000. The recruitment on Compassionate ground shall be made on the basis of educational qualification and applicable medical standards etc.

**6.2 Qualification:** A candidate shall be considered as per qualification possessed by the candidate at the time of death of deceased employee, or, if the candidate is enrolled for a course, on basis of qualification acquired, or completion of such course. Candidates

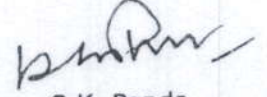
who have passed matriculation examination will be appointed in N1 grade. Candidate who has passed Graduation Examination will be subjected to Suitability test and will be appointed to the posts in E0 grade as per the requisite qualification for various posts in E0 Grade for different cadres. If any Candidate who fails to pass the Suitability test prescribed for E0 Grade posts, he will be appointed to N1 Grade. Any candidate who is not ITI qualified (which is the requisite qualification for N1 Grade as per Recruitment and Promotion policy) will be enrolled in DFCCIL Apprentice Quota under National Apprenticeship Promotion Scheme launched by Ministry of Skill Development and Entrepreneurship, implemented by Regional Directorates of Apprenticeship Training (RDATs) under the control of Directorate General of Training. Such persons will not be eligible for any further promotion till they obtain requisite qualification and issue of National Trade Certificate/ National Apprenticeship Certificate.

7. **Eligibility:** Following shall be the eligibility criteria for appointment on compassionate grounds-
- (i) The family is indigent and deserves immediate assistance for relief from financial destitution.
  - (ii) The applicant for compassionate appointment is eligible and suitable for the post in all respects, as per the extant rules and regulations
  - (iii) The person seeking appointment on compassionate grounds should fulfil the conditions of eligibility regarding age and educational qualifications prescribed for appointment to the posts or grade concerned as defined for Direct Recruitment as explained above.
  - (iv) The lower age limit of the candidate seeking compassionate appointment shall be 18 years. Upper age limit in case of children (son/daughter), upper age limit shall be 35 years. For spouse seeking appointment there shall not be any upper age limit.
8. **Determination/ Availability of vacancies:** Appointment on compassionate grounds shall be made on regular basis. Appointment for E0 Grade shall be based on appropriate suitability test based on written examination. For N1 Grade there will be no Suitability test. A maximum of three chances shall be given to a general category candidate, while in case of candidates, who are SC/ST Widow, a maximum of four chances, shall be given. The pass marks in the written test shall be 50% for UR candidates and 40% of OBC/SC/ST and PH candidates. Fitness in medical test shall be mandatory and shall be, as per the norms of open market recruitment. Appointment shall be subject to fitness in medical examination, as per the applicable standards.
9. The Committee constituted for considering a request for appointment on compassionate ground should limit its recommendation to appointment on compassionate grounds only in really deserving cases and only if vacancy meant for appointment on compassionate ground is available, with the approval of Competent Authority.
10. **Time limit for considering applications for Compassionate Appointment:** All appointments on compassionate grounds should be made within a period of five years from the date of occurrence of the event. The period of five years may be relaxed by MD, DFCCIL subject to the following conditions —
- (i) The case should not be more than 10 years old as reckoned from the date of death.
  - (ii) The widow of the deceased employee should not have remarried at the time of appointment.
  - (iii) The benefit of compassionate appointment should not have been at any time to any other member of the family of the deceased employee.
  - (iv) The circumstances of the case should be such as to warrant relaxation of the time limit of five years.

- (v) The reasons for relaxing the time limit should be placed on record.
- (vi) The request for compassionate appointment should have been received by DFCCIL as soon as the son/daughter to be considered for compassionate appointment has become a major, with relaxation for completing the educational qualification required for the post if candidate is pursuing.

11. **Where there is an earning member:** In deserving cases even when there is already an earning member in the family, a dependent family member may be considered for compassionate appointment, with the prior approval of MD. Before approving such appointments, the Competent Authority shall satisfy himself/herself that the grant of compassionate appointment is justified having regard to the number of dependents, assets and liabilities, left by DFCCIL employee, income of the earning member as also his/her liabilities, including the fact whether the earning member is residing with the family of the deceased DFCCIL employee and whether he/she should not be a source of livelihood, to the other members of the family. In cases where any member of the family of deceased DFCCIL employee is already in employment and is not supporting the other members of the family of the DFCCIL employee, extreme caution has to be observed in ascertaining the economic distress of the members of the family of DFCCIL employee, so that the facility of appointment on compassionate grounds is not circumvented and misused, by putting forward the ground that the member of the family already employed, is not supporting the family.
12. **Procedure:** A Committee of three officers shall be constituted to recommend appointments, consisting of three GGMs/GMs to be nominated by MD. Recommendations of the Committee shall be placed before Competent Authority, i.e MD for a decision.
13. **Undertaking for maintenance of the family of the deceased employee:** A person for appointment on compassionate grounds under the scheme should give an undertaking in writing that he/she will maintain properly the other family members who were dependent on the DFCCIL employee in question, and in case, it is proved subsequently (any time), that the family members are being neglected, or, are not being maintained properly by him/her, his/her appointment shall be terminated henceforth.
14. **Request for change in post/person:** When a person has been appointed on compassionate ground to a particular post, the set of circumstances, which led to such appointment, should be deemed to have ceased to exist. Therefore,  
(i) He/she should strive in his/her career like his/her colleagues, for future advancement.  
(ii) An appointment made on compassionate ground cannot be transferred to any other person and any request for the same on consideration of compassion, should invariably be rejected.
15. **Termination of service :** Compassionate appointment can be terminated on the ground of noncompliance of any condition stated in the offer of appointment, after providing an opportunity to the compassionate appointee by way of issue of show cause notice, asking him/her to explain why his/her services should not be terminated, for non - compliance of conditions, in the offer of appointment.
16. **General:** An application for compassionate appointment, should not be rejected, merely on the ground that the family of DFCCIL employee has received the benefits under various schemes. While considering the request for appointment on compassionate grounds, a balanced and objective assessment of the financial condition of the family has to be made, taking into account, the assets and liabilities (including the benefits received under various schemes), and all other relevant factors, such as the presence of an earning member, size of the family, age of the children and essential needs of the family etc.

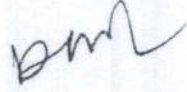
17. **Interpretation:** MD would be the Competent Authority to decide/clarify the provisions, issue necessary administrative instructions and procedural order etc. for rules pertaining to compassionate appointment.



S.K. Panda  
Joint General Manager/HRM

Copy to:-

1. Secy. To MD for kind information of MD
2. Dir./Infra, Dir.(OP&BD), Dir/Finance, Dir./PP, CVO
3. ED/EDFC, ED/WDFC
4. GGMS/GMs/CGMs/GM-Coordination for information of all employees
5. Company Secretary
6. Manager/IT for placing the circular on Intranet



Email

Fwd: Reminder of RTI No.1211

6

**From :** Meenu Kapoor <mkapoor@dfcc.co.in>  
**Subject :** Fwd: Reminder of RTI No.1211  
**To :** Kamna Thakur <kthakur@dfcc.co.in>, SusantaKumar Panda <skpanda@dfcc.co.in>

Fri, Jan 19, 2024 04:39 PM

1 attachment

**From:** "Sumit Kumar Bangar" <skbangar@dfcc.co.in>  
**To:** "Meenu Kapoor" <mkapoor@dfcc.co.in>  
**Sent:** Friday, January 19, 2024 4:29:20 PM  
**Subject:** Re: Reminder of RTI No.1211

Respected Ma'am,

The draft reply to RTI is prepared and placed below for kind perusal and approval.

If approved may forward to concerned section for necessary action please.

**DRAFT REPLY to Q2:**

"बोर्ड की बैठकें, कंपनी अधिनियम, 2013 के प्रावधानों और समय-समय पर सार्वजनिक उद्यम विभाग द्वारा जारी दिशानिर्देशों के अनुसार, सक्षम प्राधिकारियों के निर्देशानुसार, समय-समय पर आयोजित की जाती हैं।  
 बोर्ड एजेंडा विभागों द्वारा उनके संबंधित निदेशक के अनुमोदन के माध्यम से और अनुमोदन के बाद बोर्ड में आवश्यक कार्यवाही हेतु प्रस्तुत किए जाते हैं।"

सादर धन्यवाद

सुमित कुमार बांगड़

सहायक प्रबंधक(बहुपक्षीय एजेंसी और बजट, वित्त विभाग)



Dedicated Freight Corridor

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मुख्य व्यवसायिक कार्यालय, नई दिल्ली- 110001

दूरभाष नं.:- +91 8239629887

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**From:** "Meenu Kapoor" <mkapoor@dfcc.co.in>  
**To:** "Sumit Kumar Bangar" <skbangar@dfcc.co.in>



5/1

दिनांक. 19.01.2024

स. एच.क्यू. / मा.सं./आरटीआई/कनि.प्रबंध./मा.सं./2024

विषय: सूचना के अधिकार के अंतर्गत आरटीआई संख्या-1211. श्री लवली शर्मा, निवासी लखनऊ के आरटीआई क्रमांक डीएफसीसीआईएल / आर / ई/ 23/010123 दिनांक 30.12.2023 के आवेदन के संदर्भ में सूचना उपलब्ध कराने हेतु

उपरोक्त विषयगत मांगी गई जानकारी निम्नानुसार है:

क्र.सं	मांगी गई जानकारी	उत्तर
3	यह कि सूचना पारित होने बाद कितने लोगों को नौकरी दी गई, इसकी सूचना उपलब्ध कराएं।	पूछा गया प्रश्न अस्पष्ट है इसलिए इसका जवाब देना नहीं है।
4	यह है कि सर्कूलर के तहत अनुक्रमा के आधार पर नौकरी दिए जाने हेतु जो शैक्षिक योग्यता मांगी गई है उसके 6.2 में उल्लेखित है कि  candidate shall be considered as per qualification possessed by the candidate at the time of death of deceased employee, or, if the candidate is enrolled for a course, on basis of qualification acquired, or completion of such course. Candidates who have passed Matriculation examination will be appointed in N1 grade. Candidate who has passed Graduation Examination will be subjected to Suitability test and will be appointed to the posts in E0 grade as per the requisite qualification for various posts in E0 Grade for different cadres. If any Candidate who fails to pass the Suitability test prescribed for E0 Grade posts, he will be appointed to N1 Grade. Any candidate who is not III qualified (which is the requisite qualification for N1 Grade as per Recruitment and Promotion policy) will be enrolled in DFCCI Apprenticeship Quota under National Apprenticeship Promotion Scheme launched by Ministry of Skill Development and Entrepreneurship, implemented by Regional Directorates of Apprenticeship Training (RDAs) under the control of Directorate General of Training. Such persons will not be eligible for any further promotion till they obtain requisite qualification and issue of National Trade Certificate/ National Apprenticeship Certificate  यह नियम शर्तों के साथ अनुक्रमा के आधार पर नौकरी दिए जाने के प्रावधान को क्यों लाया गया, सूचना उपलब्ध कराएं।	मांगी गई जानकारी (Interrogative) प्रकार की है, वह सूचना अधिनियम, 2005 के अंतर्गत नहीं आती है, इसका उत्तर दिया जाना संभव नहीं है।

कनिष्ठ प्रबंधक / मानव संसाधन  
19/01/2024

अपर महाप्रबंधक / मानव संसाधन

संयुक्त महाप्रबंधक / प्रशासन / जन शिकायत अधिकारी