

No. 09-12/2022-SPG-II  
Government of India  
Ministry of Communications  
Department of Posts  
(SPG-II Section)

**Reminder-1**

New Delhi, the 13<sup>th</sup> November, 2024

**OFFICE MEMORANDUM**

Subject: Collection of information in respect of Persons with Benchmark Disabilities(PwBDs) category for promotion in PS Gr. B cadre.

With reference to this Department OM of even number dated 30.04.2024, requisite information is still awaited. Further, in pursuance of DoPT OM No. 36012/1/2020- Estt.(Res-II) dated 09.10.2024(Annexure-I) regarding reservation in promotion to Persons with Benchmark Disabilities – grant of notional promotion w.e.f. 30.06.2016, the proposal for creation of supernumerary posts for the purpose of granting notional benefit of reservation in promotion to PwBD employees during the period from 30.06.2016 to 16.05.2022 to be submitted to DoPT **latest by 31.12.2024.**

2. In this regard, it is requested to submit the information sought in this office OM dated 30.04.2024 latest by **22.11.2024.**

Encl. as above

*Rajpal*  
13/11/2024

(Rajpal)

Assistant Director General(SPG)

To,

1. All CPMsG.
2. Directors, RAKNPA/PTCs
3. Addl. DG, APS, Delhi.
4. GMs, Parcel/PLI/BD Directorate/CEPT.
5. GM(CEPT), Mysore with a request to upload the OM on India Post Website

6. SO (SPN-II)



F. No. 36012/1/2020-Estt.(Res-II)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training

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North Block, New Delhi,  
Dated: the 9<sup>th</sup> October, 2024.

OFFICE MEMORANDUM

**Subject:- Reservation in promotion with Persons with Benchmark Disabilities- grant of notional promotion w.e.f. 30.06.2016- reg.**

The undersigned is directed to say that this Department, vide its OM of even number, dated 28.12.2023 (**copy enclosed**) had informed all the Ministries/ Departments that in pursuance of the Hon'ble Supreme Court judgement in *Rajeev Kumar Gupta* Case, detailed instructions regarding grant of benefit of reservation in promotion to PwBDs upto the lowest rung of Group 'A' have been issued. Further, in pursuance of the Hon'ble Supreme Court Order dated 18.7.2023 in the Contempt Petition (Civil) No. 873/2023 titled *S.S.Sundram vs. Shri Vivek Johri & Anr*, this Department, vide OM dated 28.12.2023 extended the benefit of reservation in promotion on notional basis w.e.f. 30.06.2016 to all PwD employees who fulfill the eligibility condition as laid down in the DoPT O.M. dated 17.5.2022 (**copy enclosed**). The Ministries/ Departments are required to create supernumerary posts for extending the benefit of reservation in promotion to PwD employees on notional basis and to send such proposal to DoPT to enable this Department to seek concurrence of Department of Expenditure. However, proposal has not been received from any Ministry/ Department so far.

2. In this regard, it is reiterated that as per the above mentioned O.M. dated 28.12.2023, it is provided, *"extending the benefit of reservation in promotion to the PwD employees on notional basis between 30.6.2016 and actual assumption of the charge of the post may affect the inter-se-seniority of the officials in various grades. Due to this, there may be cases in which some officials may have to be placed in a select list/seniority list, subsequent to the year of their existing/present seniority list/select list. This may have a chain effect as it may result in revision in seniority lists in subsequent years in many cases which may cause administrative inconvenience. In order to avoid such situation, supernumerary posts may be created to adjust the lien of such PwD employees with effect from the date on or after 30.6.2016, when they become eligible to get the benefit of reservation in promotion, till the availability of vacancy in which the promotion is to be made or till they vacate the post on their retirement, further promotion etc. whichever is earlier."*

3. In view of the above, Ministries/ Departments, vide OM dated 28.12.2023, were requested for the following:

- i. **To undertake an exercise to ascertain the requirement of supernumerary posts required to be created in order to grant the benefit of reservation in promotion to PwD employees, who would have become eligible for such benefit during the period from 30.6.2016 to 16.5.2022 but could not be given such benefit due to absence of instructions in the matter. The**



- Ministries/ Departments were requested to submit the proposal for creation of supernumerary posts to DoPT for sending the same to Department of Expenditure for concurrence.
- ii. Ministries/ Department were informed and requested to send such proposal in respect of the entire Department/ Ministry and not to send the proposal in piecemeal.
  - iii. It was also requested that a certificate to the effect that the proposal is complete in all respects and the requirement of creation of supernumerary posts has been projected in respect of the entire Department may also be furnished along with the proposal.
  - iv. They were also requested that each proposal shall have the concurrence of the Liaison Officer for PwDs of the Department/ Ministry concerned and shall be forwarded with the approval of the Secretary of the Administrative Department/ Ministry.

4. As already mentioned in para 1 above, the above instructions have been issued in pursuance of the Hon'ble Supreme Court directions. Hence, all Ministries/ Departments were required to take necessary action to ensure that the benefit of reservation in promotion is extended to the PwD employees from 30.6.2016 onwards as per their eligibility. However, proposal from Ministries/ Departments are awaited. **Ministries/ Departments are requested to undertake the exercise regarding ascertaining the requirement of creation of supernumerary posts for the purpose of granting the notional benefit of reservation in promotion to PwD employees during the period from 30.06.2016 to 16.5.2022 in terms of DoPT O.M. dated 17.5.2022 and O.M. dated 28.12.2023 and submit the proposal to DoPT in the prescribed proforma (Annexure-I) at the earliest and latest by 31.12.2024. In case there is no such proposal from any Ministry/ Department, NIL information may be provided/ furnished.**

5. This issues with the approval of Joint Secretary (AT&A).

Encl.: As above.

*Ajay Kumar Sinha*  
09/11/24

(Ajay Kumar Sinha)

Under Secretary to the Government of India

Tele- : 23093421

To

- i. The Secretaries of all Ministries/Departments of the Government of India.
- ii. The Secretary, Department of Financial Services, Ministry of Finance, Jeevan Deep Building, Parliament Street, New Delhi, with a request to issue similar instructions for compliance by Public Sector Banks/Financial Institution/Insurance Companies.
- iii. The Secretary, Department of Public Enterprises, CGO Complex, Lodhi Road, New Delhi, with a request to issue similar instructions for compliance by all Central Public Sector enterprises.
- iv. The Secretary, Railway Board, Rail Bhavan, New Delhi.
- v. The Secretary, President Secretariat, Rashtrapati Bhavan, New Delhi.