

X-20/17/2024-SPN-II
Government of India
Ministry of Communications
Department of Posts
(Personnel Division)

Dak Bhawan, Sansad Marg,
New Delhi – 110001,
Dated June 18, 2024

To

The Chief Postmaster General,
All Postal Circles.

Subject: Reservation in promotion to Persons with Benchmark Disabilities
(PwBDs) regarding.

Madam / Sir,

I am directed to say that Department of Personnel and Training vide OM No. 36012/1/2020-Estt(Res-II) dated 17.05.2022 has issued the guidelines for providing of reservation in promotion to PwBD employees. As per the guidelines, four per cent of total number of vacancies in the cadre strength within Group 'C', from Group 'C' to Group 'B', within Group 'B' and from Group 'B' to the lowest rung of Group 'A' shall be reserved for PwBDs. Reservation in promotion shall be applicable in the cadres in which the element of direct recruitment, if any does not exceed 75%.

2. DOPT further vide OM No. 36012/1/2020-Estt(Res-II) dated 28.12.2023 has issued principle for providing of reservation in promotion to PwBD employees. It is also clarified that reservation is to be granted notionally from 30.06.2016 in respective vacancy year.

3. Both the OM(s) of DOPT inter-alia provides the following:

(a) Computation of number of vacancies to be reserved:

Number of vacancies in a recruitment year to be reserved for PwBDs in Group 'C', Group 'B' and Group 'A', wherever reservation in promotion for PwBD is applicable, shall be computed as 4% of the total number of vacancies in a Group as a whole, although the PwBDs would be posted against the category of posts identified as suitable for them.

Cont...

v. Prasad

(b) Effecting reservation - Maintenance of Rosters:

(i) Every Government establishment shall maintain, cadre-wise and group-wise, a separate 100-point vacancy-based reservation roster/register, as in the case of direct recruitment, for determine/effecting reservation for the PwBDs in promotion. There will be separate roster/register, in each cadre in Group 'C', Group 'B' and Group 'A', wherever reservation in promotion for PwBD is applicable. There shall be separate roster/register for promotion and direct recruitment.

(ii) Each register shall have cycles of 100 points and each cycle of 100 points shall be divided into four blocks, comprising the following points:

1st Block – Point No. 01 to Point No. 25

2nd Block – Point No. 26 to Point No. 50

3rd Block – Point No. 51 to Point No. 75

4th Block – Point No. 76 to Point No. 100

(iii) Points 1, 26, 51 and 76 of the rosters shall be earmarked for PwBDs.

4.1 Reservation is to granted notional basis w.e.f. 30.06.2016 subject to fulfilment of eligibility conditions. Any such promotion during the period from 30.06.2016 till the PwD employee actually assumes the charge of the post will be only on notional basis and the actual financial benefits of promotion will be effective to them from the date they actually assume the charge.

4.2 Review DPC be conducted as per extent guidelines for the promotion of such PwD employees.

4.3 As far as grant of promotion under Departmental Examination/Department Competitive Examination quota, the eligibility/suitability of the PwD candidate may be assessed on the basis of departmental examination already conducted during the period from 30.06.2016 to 16.05.2022 or concerned authority may consider for holding of special examination for assessing and suitability of such PwD employees.

4.4 For extending the benefit w.e.f. 30.06.2016 and till the actual assumption of charge of the post may be affect the inter-se-seniority in various grades and in some cases, some officials may have to be shifted/placed to seniority list of subsequent year.

4.5 To avoid such situation, supernumerary posts may be created to adjust the such PwD employee from the date on after 3.06.2016 till the availability of vacancy in which the promotion is to be made or till they vacant the post on their retirement, further promotion etc, whichever is earlier.

Cont...

V. Prasad