

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 August 13, 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 and 28.12.2023 have issued guidelines and principle for providing reservation in promotion to PwBD employees.

2. Accordingly, vide letter of even number dated 18.06.2024, all Postal Circles were requested to conduct review DPC where in DPC is one of the modes of promotion and assess the suitability of PwBD candidates on the basis of LDCE already conducted wherein LDCE is also one of the modes of promotion. Further, vide letter of even number dated 19.07.2024, relaxed standard applicable for SC/ST in Departmental Exam as well as in seniority cum fitness basis for extending zone of consideration was also extended for filling up of the vacancies reserved for PwBD.

3. Further, DOPT vide their OM No. 36035/02/2017-Estt(Res) dated 27.09.2022 has issued the clarification regarding applicability of own merit concept on reservation for PwBD (copy enclosed). DOPT has inter-alia clarified that:

concept of own merit for PwBD shall be implemented in all direct recruitment examinations, including the CSE and promotions, wherever applicable. In other words, PwBD category candidates selected without relaxed standard, along with other unreserved candidates, will not be adjusted against the reserved share of vacancies. The reserved vacancies will be filled up separately from amongst the eligible candidates with benchmark disabilities, who are lower in merit than the last unreserved candidate in general merit list, but otherwise found suitable for appointment, if necessary, by relaxed standards.

V. K. Singh

4. Above provisions need to be implemented in fair manner. Accordingly, all Postal Circles are requested to follow the above provisions while giving the effect of reservation in promotion to PwBD employees.

Encl. As above.

Yours faithfully,

V. Prasad
13/8/24

(Vangara Prasad)
Assistant Director General (SPN)

Copy: (i) Director (Estt)/ Director (DE) for information.
(ii) GM, CEPT for uploading this letter on the website of Department.
(iii) Office copy/guard file.

No.36035/02/2017-Estt(Res)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training

North Block, New Delhi.

Dated Sept. 27, 2022

Office Memorandum

Subject: Reservation for Persons with Benchmark Disabilities - Clarification with regard to the concept of own merit.

The undersigned is directed to refer to Para 4.2 of the OM of even number, dated 15.1.2018 and Para 7.2 of OM No. 36012/1/2020-Estt(Res.-II), dated 17.5.2022, which, inter alia, states that the Persons with Benchmark Disability (PwBD) selected without relaxed standard, along with other unreserved candidates, will not be adjusted against the vacancies reserved for them and that the vacancies reserved for PwBDs will be filled up separately from amongst the eligible PwBD candidates who are lower in merit than the last unreserved candidate in merit list but otherwise found suitable for appointment, if necessary, by relaxed standard.

2. Queries have been received in this Department, from time to time, on the following three aspects: -

- i. whether PwBD candidates who have qualified on their own merit without any relaxed standard should be appointed against the vacancies not reserved for PwBDs, i.e., against the unreserved vacancies which will be in addition to the vacancies earmarked for PwBD category candidates;
- ii. whether the facility of a scribe availed by a PwBD candidate, along with the compensatory time, shall be treated as relaxed standard; and
- iii. whether the disability a PwBD candidate is suffering from, shall be treated as relaxation in medical standard, which will disable him from being treated as own merit category.

3. In this connection, it is also pertinent to mention that this Department had constituted a Committee which deliberated upon the above three aspects, particularly in

