

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

No. E(GP)2022/2/20

New Delhi, dt: 14/11/2022

The General Manager,
S.E.Railway,
Kolkata.

(Kind attn.: Shri Ravi Kumar, Dy.CPO(G))

Sub.: Reservation in Promotion to the Persons with Benchmark Disabilities (PwBDs)- Promotion from Group 'C' to Group 'B' posts.

Ref.: Board's letter of even number dated 18.08.2022 and S.E.Railway's Letter no.SER-HQ0PERS/212/2022 dated 19.10.2022.

With reference to S.E.Railway's aforementioned letter, it is advised that Reservation to PwBD may be provided in the following categories of Group 'B' posts while carrying out promotions to these posts from Group 'C':

- i) Group 'B' posts along with identified physical requirements and functional classification as given in Annexure-I;
- ii) Group 'B' Posts identified vide Ministry of Social Justice & Empowerment's notification no.38-16/2020-DD-III dated 4/01/2021 and those Gr.'B' posts where the Gr.C posts included in the said OM form a Feeder cadre for promotion to Group 'B' posts;
- iii) those Gr.B posts where the posts identified in Board's letter No.E(NG)II/2017/RC-2/1/Policy dated 27/02/2019 are the feeder Cadre for promotion to Group 'B' posts.

2. With regard to the relaxation as provided for in Para 8.1 of DOP&T's O.M.No.No.36012/1/2020-Estt.(Res.II) dated 17.05.2022, requisite action may please be taken in terms of Para 4(i) of DOP&T's subsequent OM No.36035/02/2017-Estt(Res) dated 27.09.2022 (copy enclosed as Annexure-II).

2.1. Further, the provision contained in Para 10.1. of DOP&T 's OM dt. 17.05.2022 for preparing cadre wise Rosters for promotion of PwBD is quite explicit and doesn't require any elucidation.

DA:As above


(Meenakshi Saluja)
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Railway Board
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Copy to: General Managers, All Indian Railways and Production Units for information and necessary action.

S.No	Post	Functional Classification	Physical Requirement
1.	AEN	Locomotor Disability (LD)- One Arm (OA)/One Leg (OL), Leprosy Cured, Acid Attack victims	S, ST, BN, W, SE, MF, C, RW, KC, CL, JU, H
		Hearing impaired (HI(HH))	S,ST,BN,W,SE,MF,C,RW,KC,CL,JU,H (Acceptable with Hearing Aids)
2	AME	LD-OA/OL, Leprosy Cured, Acid Attack victims	S, ST,BN,W, SE,MF,C,RW,KC,CL,JU,H
3	AEE	LD-OA/OL, Leprosy Cured, Acid Attack victims	S, ST,BN,W, SE,MF,C,RW,KC,CL,JU,H
		HI(HH)	S, ST,BN,W, SE,MF,C,RW,KC,CL,JU,H (Acceptable with Hearing Aids)
4	AST E	LD-OA/OL, Leprosy Cured, Acid Attack victims	S, ST,BN,W, SE,MF,C,RW,KC,CL,JU,H
5	AMM	LD-OA/OL, Leprosy Cured, Acid Attack victims	S, ST,BN,W, SE,MF,C,RW,H
		HI(HH)	S, ST,BN,W, SE,MF,C,RW,KC,CL,JU,H (Acceptable with Hearing Aids)
6	AOM & ACM	LD-OA/OL, Leprosy Cured, Acid Attack victims	S, ST,BN,W, SE,MF,C,RW,PP,H
7	AFA	LD-OA/OL/OAL/BL Leprosy Cured, Acid Attack victims	S, ST,BN,W, SE,MF,C,RW,H
		Low Vision (LV)	S, ST,BN,W, SE,MF,C,RW,H
		HI(HH)	S, ST,BN,W, SE,MF,C,RW, H (Acceptable with Hearing Aids)
8	APO	LD-OA/OL (including Leprosy Cured, Acid Attack victims)	S, ST,BN,W, SE,MF,C,RW, H
		LV	S,ST,BN,W,SE,MF,C,RW,KC,CL,JU,H
		HI(HH)	S,ST,BN,W,SE,MF,C,RW,KC,CL,JU,H (Acceptable with Hearing Aids)

FUNCTIONAL REQUIREMENT ABBREVIATIONS USED: S= Sitting, ST= Standing, W=Walking, BN=Bending, L=Lifting, KC= kneeling and crouching, JU=Jumping, CRL=Crawling, CL=Climbing, PP= Pulling and pushing, MF= Manipulation by fingers, RW= Reading and writing, SE= seeing, H= Hearing, C=Communication,

CATEGORY ABBREVIATIONS USED: B= Blind, LV= Low vision, D=Deaf, HH= Hard of Hearing, OA=One Arm, OL=One Leg, BA=Both Arms, BL=Both Legs, OAL= One Arm and One Leg, BLOW= Both Leg and One Arm, BLA= Both Legs Arms, CP= Cerebral Palsy, LC=Leprosy Cure, DW=Dwarfism, AAV=Acid Attack Victims, MDy= Muscular Dystrophy, ASD= Autism Spectrum Disorder(M= Mild, MoD= Moderate), ID= Intellectual Disability, SLD= Specific Learning Disability, MI= Mental Illness, MD= Multiple Disabilities.

Annexure - II

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

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respect of Civil Services Examination (CSE), and recommended, inter-alia, the following: -

- i. the 'own merit' concept for PwBD category candidates should be implemented in CSE, in accordance with Establishment (Reservation) Division's OM No.36035/2/2017-Estt(Res), dated 15.01.2018.
- ii. The facility of scribe, extra-time and relaxation in medical standards available to PwBD category candidates should not be treated as 'relaxed standard'.

4. Accordingly, the following clarifications are issued: -

- i. In line with the spirit of the O.M. No.36035/2/2017-Estt(Res.), dated 15.1.2018, and O.M. No.36012/1/2020-Estt(Res-II), dated 17.5.2022 on the subject, the 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.
- ii. In accordance with Para 3 of the OM No.29-6/2019-DD-III, dated 10.8.2022, issued by the Department of Empowerment of Persons with Disabilities, the facility of scribe, along with compensatory time shall not be treated as relaxed standard. DoPT, in agreement with this provision, reiterates that the facility of scribe taken by a PwBD candidate, along with compensatory time, shall not be treated as relaxed standard.
- iii. In terms of Corrigendum No. 34-02/2015/DD-III(Pt.), dated 08.02.2019, the phrase 'extra time or additional time' is required to be replaced by the phrase 'compensatory time'.
- iv. The spirit of the term 'own merit' will get defeated if the

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 - ii. The facility of scribe, extra-time and relaxation in medical standards available to PwBD category candidates should not be treated as 'relaxed standard'.
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- i. In line with the spirit of the O.M. No.36035/2/2017-Estt(Res.), dated 15.1.2018, and O.M. No.36012/1/2020-Estt(Res-II), dated 17.5.2022 on the subject, the 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.
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 - iii. In terms of Corrigendum No. 34-02/2015/DD-III(Pt.), dated 08.02.2019, the phrase 'extra time or additional time' is required to be replaced by the phrase 'compensatory time'.
 - iv. The spirit of the term 'own merit' will get defeated if the

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disability a person is suffering from, is treated as relaxed medical standard, as no PwBD will get the benefit of the term 'own merit' as stipulated in the OMs, dated 15.1.2018 and 17.5.2022 in such a scenario. Accordingly, it is clarified that disability of a person, which he is suffering from, shall not be treated as relaxed standard in medical fitness test for the purpose of 'own merit'.

5. All the Ministries/Departments of the Government of India are requested to bring the above instructions to the notice of all the appointing authorities under their control to provide the benefit of 'own merit' to the PwBDs, in accordance with these guidelines.

6. This is being issued after having consultation with the Department of Empowerment of Persons with Disabilities and the Department of Legal Affairs.

7. This issues with the approval of Secretary (P).


(S.P. Pant)
Director (Res-II)
Ph.23093074

To

1. The Secretaries of all the Ministries/Departments of the Government of India.
2. 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.
3. 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.
4. The Secretary, Railway Board, Rail Bhavan, New Delhi,
(v) The Secretary, President Secretariat, Rashtrapati Bhavan, New Delhi.
5. The Secretary, Union Public Service Commission, Dholpur House, Shahjahan Road, New Delhi.

