

No. PER(AP)-C-B (12)-1/2012  
Government of Himachal Pradesh  
Department of Personnel (AP-III).

From

The Principal Secretary (Personnel) to the  
Government of Himachal Pradesh.

To

1. All the Principal Secretaries/ Secretaries/  
Joint Secretaries/Deputy Secretaries and  
Under Secretaries to the Government of H.P.
2. All the Divisional Commissioners in Himachal Pradesh.
3. All the Heads of the Departments in Himachal Pradesh.
4. All the Deputy Commissioners in Himachal Pradesh.
5. All the Chairmen/Managing Directors/Secretaries and  
Registrars of all the Public Sector Undertakings/  
Corporations/ Boards/ Universities, etc. in H.P.

Dated: Shimla-171002, the 26<sup>TH</sup> March, 2014

Subject:- Regarding non-discrimination of disabled persons in  
Government Employment-Instructions thereof.

Sir,

I am directed to invite your attention to the instructions issued by the Government vide Department of Personnel's letter No.PER(AP)-C-B(12)-1/99, dated the 2<sup>nd</sup> August, 1999 (copy enclosed) relating to non-discrimination to the persons with disabilities in Government employment.

2. The above referred instructions are reiterated and all the Departments/State Public Sector Undertakings/Autonomous Bodies etc. are requested to adhere to these instructions strictly in letter and spirit.

Yours faithfully,



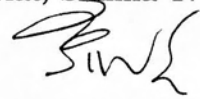
(Prem Singh Thakur)  
Deputy Secretary (Personnel) to the  
Government of Himachal Pradesh.

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Endst.No.PER(AP)-C-B (12)-1/2012 Dated: Shimla 20<sup>th</sup> March, 2014

Copy forwarded for information and necessary action to:-

1. The Secretary to the Governor, Himachal Pradesh, Shimla-171002.
2. The Secretary, H.P. Vidhan Sabha, Shimla-171004.
3. The Registrar, H.P. High Court, Shimla-171001.
4. The Secretary, H.P. Public Service Commission, Shimla
5. The Secretary, H.P. Subordinate Services Selection Board, Hamirpur.
6. All the Section Officers in H.P. Secretariat, Shimla-171002.
7. Spare Copies (50).



Deputy Secretary (Personnel) to the  
Government of Himachal Pradesh.

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No. Per. (AP)-C-B(12)-1/99  
Government of Himachal Pradesh  
Department of Personnel (AP-III).

Dated Shimla-171002, the 2nd August, 1999.

From

The Chief Secretary to the  
Government of Himachal Pradesh.

To

1. All the Financial Commissioners/Commissioners cum-Secretaries/Secretaries/Joint Secretaries Deputy Secretaries/Under Secretaries to the Government of Himachal Pradesh.
2. The Divisional Commissioners, Shimla/Kangra and Mandi, Himachal Pradesh.
3. All Heads of Departments in Himachal Pradesh.
4. All Deputy Commissioners in Himachal Pradesh.
5. All the Chairmen/Managing Directors/ Secretaries/Registrars of all the Public Sector Undertakings/Corporations/Boards/ Universities etc. in Himachal Pradesh.

Subject:- Regarding non-discrimination of disabled persons in Government Employment--Instructions thereof.

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Sir,

"Jai Hind"

I am directed to say that the Government of India has enacted "THE PERSONS WITH DISABILITIES (EQUAL OPPORTUNITIES, PROTECTION OF RIGHTS AND FULL PARTICIPATION) ACT, 1995," No.1 of 1996, on 1st January, 1996 which has been extended to the whole of India except the State of Jammu and Kashmir. It is mandatory to implement its sections in letter and spirit. Section 47 of this Act is related to non-discrimination of disabled persons in Government employment, an extract of which is reproduced as under:-

"47.(1) No establishment shall dispense with or reduce in rank, an employee who acquires a disability during his service:

Provided that, if an employee, after acquiring disability is not suitable for the post he was holding, could be shifted to some other post with the same pay scale and service benefits:

Provided further that if it is not possible to adjust the employee against any post, he may be kept on a supernumerary post until a suitable post is available or he attains the age of superannuation, whichever is earlier.

(2) No promotion shall be denied to a person merely on the ground of his disability:

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Provided that the appropriate Government may, having regard to the type of work carried on in any establishment, by notification and subject to such conditions, as may be specified in such notification, exempt any establishment from the provision of this section."

2. Accordingly, the State Government has decided to follow the above referred to provisions of section 47 of the Act in toto. You are, therefore, requested kindly to adhere to these provisions of the Act in letter and spirit.

3. These instructions may kindly be brought to the notice of all concerned for strict compliance .

4. Kindly acknowledge its receipt.

Yours faithfully,

*Tan*  
Addl. Secretary(Pers.) to the  
Government of Himachal Pradesh

Endst.No.Per.(AP)-C-B(12)-1/99, Dated Shimla-171002, 2nd August,1999.  
Copy is forwarded for information and necessary action to:-

1. The Registrar, High Court of Himachal Pradesh,  
Shimla-171001.
3. The Registrar, H.P. Administrative Tribunal,  
Shimla-171002,
4. The Secretary H.P. Public Service Commission,  
Shimla-171002,
5. All Section Officers in Himachal Pradesh Secretariat,  
Shimla-171002,
6. The Guard file (100 copies).

*Tan*  
Addl. Secretary(Pers.) to the  
Government of Himachal Pradesh  
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