

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

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

From

The Chief Secretary to the  
Government of Himachal Pradesh.

To

1. All the 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:-

Providing of reservation to the disabled persons in services of the State in Class-I and Class-II posts in direct recruitment.

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Sir,

"Jai Hind".

I am directed to say that at present the State Government has provided 3% reservation for Physically Handicapped persons in direct recruitment to Class-III & IV posts/ services vide Department of Personnel letter No.Karmik(NI-II)B(12)-11/76, dated the 22nd January, 1981 which has further been split into 1% each to the Blind, Deaf & Orthopaedically Handicapped. Besides, the State Govt. has also provided 3% reservation to the blind in the matter of direct recruitment to the posts of Lecturers in Music (College cadre) Class-I in Himachal Pradesh Education Department only vide Department of Personnel letter No.Karmik(NI-II)-B(12)-11/76, dated the 30th July, 1984.

2. The matter regarding providing of reservation to the disabled persons in respect of Class-I and II posts/services of the State in direct recruitment had been engaging the attention of the Government for quite some time past. After careful consideration and keeping in view the provisions contained in the "THE PERSONS WITH DISABILITIES (EQUAL OPPORTUNITIES, PROTECTION OF RIGHTS AND FULL PARTICIPATION) ACT, 1995" No.1 of 1996, enacted on 1st January, 1996, under section 33, 36 and 38 (b) and having regard to the type of work carried on in any Department or establishment, it has now been decided that henceforth 3% reservation will be provided to the disabled persons in respect of Class-I & II posts/services of the State, in the following cadres/posts:-

Sl.No.	Name of the Department.	Designation of the cadre.	Extent of Reservation
1.	PWD	Asstt. Engineers	3% for Orthopaedically Handicapped.
2.	I&PH	-do-	-do-
3.	HPSEB	-do-	-do-
4.	Health	Doctors	-do-
5.	Ayurveda	Doctors	-do-
6.	Welfare	DWPO	-do-

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|----|---|---|
| 7. | Tech. Education Lecturers                       | -do-  |
| 8. | Education: College &<br>School Cadre, Lecturers |   |
|    | i) Humanites                                    | 3% for Orthopaedically<br>Handicapped & Blind |
|    | ii) Sciences                                    | 3% for Orthopaedically<br>Handicapped only.   |
|    | iii) Integrated<br>Schools                      | 3% for all categories                         |
| 9. | Lecturers in Music<br>(College Cadre)           | 3% for Blind only.                            |

3. I am further directed to say that the Departments, Boards, Corporations, Autonomous Government Bodies should identify the post in addition to those mentioned above which can be reserved to the disabled persons having regard to the type of work carried on in any Department or establishment.

4. While the recruiting Departments/Boards etc. would send their requisition to the recruiting agency, the post(s) required to be filled in, may be specified to the respective category(ies) of the disabled persons. Further, the respective Department would furnish a certificate to the recruiting agency that they have provided the reservation to the disabled persons under their establishment in proportion to the reservation percentage provided to them.

5. VACANCIES NOT FILLED UP TO BE CARRIED FORWARD:-

Where in any recruitment year any vacancy cannot be filled up due to non-availability of suitable person with disability or, for any other sufficient reason, such vacancy shall be carried forward in the succeeding recruitment year and if in the succeeding recruitment year also suitable person with disability is not available, it may first be filled by interchange among the three categories and only when there is no person with disability available for the post in that year, the employer shall fill up the vacancy by appointment of a person, other than a person with disability: Provided that if the nature of vacancies in an establishment is such that a given category of person cannot be employed, the vacancies may be interchanged among the three categories of disabled persons. This will <sup>also</sup> apply to Class-III and IV posts/services.

6. RELAXATION OF UPPER AGE LIMIT:-

The upper age limit for the State Administrative Service, H.P. Police Service and H.P. Judicial Service is regulated under separate service Rules which are 34 years for H.P. Administrative and Police Service and 35 years for H.P. Judicial Service. Age concessions for specific categories are also provided in the Rules. The H.P. Govt. has fixed the maximum age limits for other Class-I, Class-II, Class-III & Class-IV services in direct recruitment as under:-

Class-I	:	45 years and below.
Class-II	:	38 years and below;
Class-III	:	Between 18 and 38 years.
Class-IV	:	-do-

To the Physically Handicapped category, the relaxation of upper age limit has been allowed by 5 years for appointment to a post/service,  
Contd...P..3/-

in respect of Class-III & IV posts/services only, to be filled in the direct recruitment. On the same analogy, it has been decided that the upper age limits to the disabled persons in respect of Class-I & II posts/services to be filled in by direct recruitment may be allowed to be relaxed by 5 years to the State Administrative Service, H.P. Police and H.P. Judicial Services, to which the upper age limits is regulated under separate service Rules as well, as in respect of other categories of posts/services to which the maximum upper age limits has been prescribed as detailed above or as prescribed in their respective Recruitment & Promotion Rules.

7. For giving effect to this reservation, the attention is invited to the instructions issued by the Government vide Department of Personnel letter No.Per.(AP)-C-B(12)-1/98, dated the 20.8.1998 regarding maintenance of post-based reservation rosters, followed by subsequent instructions No.2-11/72-DP(A-II), dated 28.5.1999 regarding providing of reservation to the distinguished Sports-Persons in various services under the Government in which roster points have been earmarked to this category as well. For covering 3% reservation of disabled persons in respect of Class-I & II posts/services, the first Appendix to Annexure-B in respect of "Horizontal Reservation" may be deemed to have been amended to the following extent:-

**FIRST APPENDIX TO ANNEXURE-"B"**

(in respect of Class-I & II posts/services to be filled in by direct recruitment on All India basis by open competition).

- HORIZONTAL.....  
 RESERVATION.....  
 iii) v) Disabled Persons =3%

**POINTS EARMARKED TO:-**

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 .....  
 Disabled Persons (3%)=30, 64, 96, 130, 164 & 196.

8. These instructions may kindly be brought to the notice of all concerned for strict compliance.  
 9. Kindly acknowledge its receipt.

Yours faithfully,

*[Signature]*

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

Endst.No. PER.(AP)-C-B(12)-1/99, dated the 2nd December, 1999.

Copy forwarded for information and necessary action to:-

1. The Secretary, H.P. Vidhan Sabha, Shimla-4.
2. 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. The Secretary, HP Subordinate Services Selection Board, Hamirpur, District Hamirpur, (H.P.).
6. All Section Officers in Himachal Pradesh Secretariat, Shimla-171002.
7. Guard file- 100 spare copies.

*[Signature]*

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

\*H.S.Verma\*