

**Personal Attention
Time Bound**

No.PER(AP)-C-E(3)-3/2023
Government of Himachal Pradesh
Department of Personnel (AP-III)

Dated: Shimla-171002, the 1ST September, 2023

From

The Chief Secretary to the
Government of Himachal Pradesh.

To

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

Subject: Special recruitment drive for filling-up of posts of the category of Persons with Disabilities by applying vacancy based roster in each cadre.

Madam/Sir,

I am directed to say that the State Government has provided 4% reservation to the Persons with Benchmark Disabilities (PwBDs) in the services of the State Government on the vacancies to be filled through direct recruitment. The Hon'ble High Court of Himachal Pradesh, vide orders dated 17.07.2023 in CWP No.212/2023-titled as Shobhu Ram versus State of Himachal Pradesh & Ors., has directed the State Government to explain the steps the State Government intends to take as remedy to fill-up the Class-I (Group-A) and Class-II (Group-B) posts, especially from the category of visually impaired persons? Therefore, the matter of launching a special recruitment drive to fill-up the vacancies through direct recruitment from the Persons with Benchmark Disabilities against the existing cadre strength, has been considered by the Government and it has been decided by the State Government to fill-up the vacancies in Group-A,B,C&D/Class-I,II,III & IV posts through direct recruitment from the Persons with Benchmark Disabilities.

2. The reservation for the Persons with Benchmark Disabilities is vacancy based as per the Section 34 of the Rights of Persons with Disabilities Act, 2016 (RPwD Act, 2016). Every



Government establishment shall have to maintain group-wise/class-wise separate 100 point vacancy based reservation roster in the prescribed format, given in "Annexure" of the instructions issued vide letter No.PER(AP)-C-F(4)-1/2020, dated 22.06.2020, for determining/effecting reservation for the persons with benchmark disabilities; one each for Group-A,B,C&D/Class-I,II,III&IV filled by direct recruitment. Therefore, as per the 100 point vacancy based roster, 1st, 26th, 51st & 76th vacancy is required to be filled-up from the persons with benchmark disabilities. The procedure for effecting reservation and maintenance of rosters has been prescribed in para-12 of the instructions ibid.

3. The Ministry of Social Justice & Empowerment (Department of Empowerment of Persons with Disabilities (Divyangjan)), Government of India, on the recommendations of the Expert Committee, vide notification No.38-16/2020-DD-III, dated 04.01.2021, has notified the list of Central Government posts in Group A, B, C and D which are identified suitable for PwBDs. In the abovementioned notification, the designation of posts in Group A, B, C & D, functional requirements for the post, suitable category of benchmark disabilities, nature of work performed and working condition requirements have been notified. The Government of India has identified 1046, 515, 1724 and 281 posts of Group-A, Group-B, Group-C and Group-D, respectively suitable for the persons with benchmark disabilities. The State Government has adopted the abovementioned notification for identification of posts for PwBDs and such adoption has been conveyed vide letter No.SJE-(B)-F-(1)-2/2020-Vol-I, dated 05.04.2023 issued by the Social Justice & Empowerment Department. The provisions of the instructions issued vide Department of Personnel's letter No.PER(AP)-C-F(4)-1/2022, dated 22.06.2023 may also be kept in view while filling-up the vacancies from the persons with benchmark disabilities.

4. One time approval of the Finance Department and the Council of Ministers for filling-up the vacancies/posts from the category of persons with benchmark disabilities till 31.12.2023 has

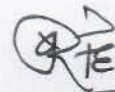


already been obtained and, therefore, Administrative Departments are not required to obtain these approvals for filling-up such vacancies till 31.12.2023.

5. Accordingly, all the Administrative Departments are advised to initiate the process immediately to fill-up the vacancies/posts in Group-A,B,C&D (formerly Class-I,II,III&IV) from the category of Persons with Benchmark Disabilities and **also requested to complete the process by 31.12.2023 without fail.** It is also requested to collect information from all the appointing authorities including attached offices, subordinate offices, State Public Sector Undertakings etc. under them and furnish consolidated reports to the Social Justice & Empowerment Department being Administrative Department in the matters of persons with benchmark disabilities, as per the prescribed proforma attached with these instructions. A copy of such report shall be endorsed to the Department of Personnel.

6. It is requested that these instructions may be followed strictly and also brought to the notice of all concerned for compliance. The Liaison Officer appointed in the respective departments for implementation and compliance of Government instructions relating to reservation in services or any other designated authority, shall ensure timely compliance in this regard. It is further requested that where recruitment process in the case of persons with disabilities has already been initiated, the same may also be completed within the time frame mentioned in the preceding paras. Kindly acknowledge the receipt.

Yours faithfully,



(Balbir Singh)

Deputy Secretary (Personnel) to the
Government of Himachal Pradesh.
Tel.No. 0177-2880851

Endst.No.PER(AP)-C-E(3)-3/2023 Dated: Shimla the 1st September, 2023

Copy forwarded for information and necessary action to:-

1. The Secretary to the Governor, Himachal Pradesh, Shimla-2.
2. The Secretary, H.P. Vidhan Sabha, Shimla-171004.
3. The Registrar General, H.P. High Court, Shimla-171001.
4. The Secretary, H.P. Public Service Commission, Shimla.
5. The Additional Secretary (Finance-Exp) to the Government of Himachal Pradesh, Shimla-2 w.r.t. U.O.No.55950158-Fin-F/2023, dated 23.08.2023.
6. The Joint Secretary (GAD) to the Government of Himachal Pradesh, Shimla 2 w.r.t. item no.12 of CMM meeting dated 22.08.2023.
7. All the Section Officers in H.P. Secretariat, Shimla-171002.



Deputy Secretary (Personnel) to the
Government of Himachal Pradesh

PROGRESS REPORT
(Consolidated information in respect of Departments/Attached-Subordinate Offices/Boards/Corporations/SPSUs etc.)

Name of the Organization.....

Classification & nomenclature of post	Number of vacancies advertised for the persons with disabilities (Advertisement Number & date)	Category of persons with disabilities (VI,HI,OH &MD etc.)	Number of vacancies filled.
Class-I (Group-A)			
Class-II (Group-B)			
Class-III (Group-C)			
Class-IV (Group-D)			

Place:.....
Date:.....

Signature.....
Name.....
Designation.....

