No. EDN(SE)-H(2)B(2)1/2025-Promotion-
Directorate of School Education,
Himachal Pradesh, Lalpani Shimla-01

Dated: Shimla-171001, the 2026

Subject: **Disposal of representations seeking grant of retrospective notional promotion under the 4% reservation for Persons with Benchmark Disabilities (PwBDs)**

"OFFICE ORDER"

Whereas, representations have been received from various officials who were promoted to the post of Trained Graduate Teacher (TGT) under the 4% reservation for Persons with Benchmark Disabilities (PwBDs) in terms of Government Notification dated **27.08.2024** and the instructions issued by the Department of Personnel. The applicants have requested grant of retrospective notional promotion with effect from **30.06.2016**, or from the date on which they acquired the prescribed educational qualifications and became eligible for promotion, along with consequential benefits including notional seniority, pay fixation, continuity of service and consideration for further promotions.

Whereas, the representations have been examined in detail with reference to the provisions of the **Rights of Persons with Disabilities Act, 2016**, the Government Notification dated **27.08.2024**, the applicable reservation roster, the relevant Recruitment and Promotion Rules, and the instructions governing reservation in promotion for Persons with Benchmark Disabilities. The applicants have contended that they belong to the category of Persons with Benchmark Disabilities (PwBDs), possessed the prescribed educational qualifications under the applicable Recruitment and Promotion Rules prior to their promotion, and were eligible for promotion much before the date on which they were granted notional promotion vide this Directorate's order dated **09.04.2026**. They have accordingly sought retrospective notional promotion with all consequential service benefits.

Whereas, the matter has been examined in light of the provisions of **Section 20 of the Rights of Persons with Disabilities Act, 2016**. Section 20(3) provides that no promotion shall be denied to a person merely on the ground of disability. Further, Section 20(4) provides protection to an employee who acquires disability during service and envisages creation of a supernumerary post only where adjustment against any suitable post is not possible.

Whereas, the provisions relating to reservation in promotion have also been examined. Paragraph 7.1 of the applicable Government instructions provides that in promotions based on seniority-cum-fitness, a PwBDs employee, if otherwise eligible and included in the approved select list, may be promoted against an unreserved vacancy and shall not be denied promotion merely because the vacancy is not earmarked for the disability category. Paragraph 7.2 further provides that reserved vacancies shall be filled category-wise from amongst eligible PwBDs candidates in accordance with the prescribed reservation roster.

Whereas, the reservation roster was implemented strictly in accordance with the applicable Government instructions. The vacancies earmarked for each specified disability category were filled by eligible candidates belonging to the respective disability category who were available and found fit by the Departmental Promotion Committee. Where suitable candidates of a particular disability category were not available, such vacancies were carried forward in accordance with the applicable reservation policy and subsequently dealt with through the prescribed mechanism of interchange/carry forward, wherever permissible under the Government instructions. The reserved vacancies were distributed among the following categories:

1. **Visual Impairment (VI), 2. Hearing Impairment (HI), 3. Locomotor Disability (LD), 4. Autism, Intellectual Disability, Specific Learning Disability, Mental Illness, and Multiple Disabilities**

10. Javed Iqbal TGT(A) GSSS Nange-Thakur Distt. Bialspur
11. Khem Raj TGT(A) GHS Mehran u/c GSSS Mahunag, Distt. Mandi
12. Sachin Sharma TGT(A) GMS Tirmali u/c GSSS Dadahu, Distt. Sirmaur
13. Kapil Dev TGT(A) GSSS Bara Distt. Mandi
14. Balbir Singh TGT(A) GSSS Balu, Dsitt. Mandi
15. Roshan Lal, TGT(A) GSSS Nihari Sunah Distt. Mandi
16. Praveen Kumar TGT(A) GHS Muhalu Khamradha u/c GSSS Panjain, Distt. Mandi
17. Deep Kumar TGT(A) GHS Anah u/c GSSS Bara, Distt. Mandi
18. Nand Pal GSSS Bughar Distt. Solan
19. Madhu Bala, TGT(A) GHS Dolan u/c GSSS Bassi, Distt. Bilaspur
20. Guard File.

Director School Education
Himachal Pradesh, Shimla

Directorate of School Education
05 AUG 2026
Himachal Pradesh, Shimla-171001