

X-20/17/2024-SPN-II  
Government of India  
Ministry of Communications  
Department of Posts  
(Personnel Division)

Dak Bhawan, Sansad Marg,  
New Delhi – 110001,  
Dated July/9, 2024

To

The Chief Postmaster General,  
All Postal Circles.

Subject: Reservation in promotion to Persons with Benchmark Disabilities  
(PwBDs) regarding.

Madam / Sir,

I am directed to say that Department of Personnel and Training vide OM No. 36012/1/2020-Estt(Res-II) dated 17.05.2022 and 28.12.2023 have issued guidelines and principle for providing reservation in promotion to PwBD employees.

2. Accordingly, vide letter of even number dated 18.06.2024, all Postal Circles were requested to conduct review DPC where in DPC is one of the modes of promotion and assess the suitability of PwBD candidates on the basis of LDCE already conducted wherein LDCE is also one of the modes of promotion. For extending the promotion notionally, following were also conveyed:

**In case of promotion by DPC:** the PwBD official to be promoted now shall be given notional promotion w.e.f. the date of his/her junior got promoted or 30.06.2016 whichever is later and if no such junior was promoted then from the latest date on which an official was promoted in that vacancy year or 30.06.2016 whichever is later. However, the PwBD official will draw pay of promoted post from the date of actual assumption of charge of promoted post.

**In case of promotion through LDCE:** the PwBD official to be promoted now shall be given notional promotion w.e.f. the latest date on which an official was promoted on the basis of LDCE for that particular vacancy year or 30.06.2016 whichever is later. However, the PwBD official will draw pay of promoted post from the date of actual assumption of charge of promoted post.

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V. Prasad

3. DOPT also in para of 8 of OM dated 17.05.2022 states that:

**RELAXATION OF STANDARD OF SUITABILITY:**

“If sufficient number of PwBD candidates with benchmark disabilities are not available on the basis of prescribed standard to fill all the vacancies (in case of promotion through Limited Departmental Competitive Examination/Departmental Examination etc.) reserved for them, candidates belonging to this category may be selected on relaxed standard to fill up the remaining vacancies reserved for them, provided they are not found unfit for such post or posts. However, this eligibility provision shall not be used to allow any relaxation in the eligibility criteria laid down for the issuance of certificate of benchmark disability.

The same relaxed standard should be applied for all the PwBD candidates with benchmark disabilities, irrespective of whether they belong to the Unreserved/SC/ST/OBC category. No further relaxation of standard will be considered or admissible in favour of any candidates from the any category whatsoever”.

4. Above provision states that if PwBD candidates are not available within the normal prescribed standards to fill the vacancies reserved for them, relaxed standards may be allowed for lowering the prescribed standards to fill up the vacancies reserved for PwBD. In view of this, it has been decided that qualifying marks/relaxed standards being adopted for SC/ST in the Departmental Examination are to be extended to PwBD candidates to fill up the vacancies reserved for PwBD in case reserved vacancies could not be filled up within the normal prescribed standards.

5. Since reservation is to be given notionally from 30.06.2016, Circle/Directorate as the case may be, needs to calculate the vacancy which would be reserved for PwBD in respective vacancy years. Vacancies so calculated and reserved for PwBD would be filled up within the normal prescribed standards on the basis of LDCE already conducted. In case of vacancies reserved could not be filled up within normal prescribed standards, qualifying marks/relaxed standard being adopted for SC/ST candidates for respective vacancy years be also applied/adopted to fill up the vacancies reserved for PwBD

6. As far as promotion through seniority cum fitness basis is concerned, para 13 of DOPT OM dated 17.05.2022 inter-alia says that:

“While filling up the reserved vacancies by promotion by selection, those PwBD candidates who are within the normal zone of consideration, shall be considered for promotion. However, if adequate number of PwBD candidates of respective category are not available within the normal zone, the zone of consideration may be extended to five times the number of vacancies and the PwBD candidates falling within the extended zone may be considered for promotion”.

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*v Prasad*

6. Accordingly, vacancies reserved for PwBD in promotional quota is to be filled up first within normal zone of consideration and in case, reserved vacancies could not be filled within normal zone of consideration, ZoC may be extended five times of number of vacancies to fill up the reserved vacancies of PwBD.

7. Accordingly, all Postal Circles are requested to take necessary action as per this office letter of even number dated 18.06.2024 and positions explained above for effective implementation and providing of reservation in promotion to PwBD employees.

8. Further, information sought regarding creation of supernumerary post as per letter dated 18.06.2024 may be furnished immediately.

Yours faithfully,

*V. Prasad*  
19/7/24

(Vangara Prasad)

Assistant Director General (SPN)

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