

NORTHERN RAILWAY

Headquarters Office,
Baroda House,
New Delhi.

P.S.No. 14867/ 2018

No.807E/240/Pt-XIII/PH/PS/Pt-II/RP Cell.

Dt:-12.03.2018.

The DRM / NR, DLI, FZR, LKO, MB & UMB. PFA/BH
CAO/C K Gate DLI, CAO/C USBRL/Satyam Complex, Trikuta Ngr /JAT.
CWM / CB-LKO, JUDW, AMV-LKO & ASR, CWM/Signal Shop/GZB.
Dy CMM / SSB, AMV-LKO & JUDW.
Chief Manager (Ptg & Sty) Punjabi Bagh, Delhi.
DyCE/Bridge, CB-LKO & JUC.

**Sub:-Recruitment of persons with Disabilities from open market on
Railways – Instructions regarding.**

A copy of Railway Board's letter No.E(NG)II/2017/RC-2/1 Ploicy. dated 16.02.2018 (RBE No.23/2018), is enclosed herewith for your information and necessary action please.

The copies of Railway Board's letter mentioned there in has already been circulated as under:-

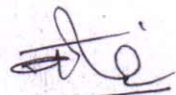
S.No.	Railway Board's Letter & date	NR P.S.No.
1.	E(NG)II/2017/RC-2/1 Ploicy Dt.28.06.2017 (RBE No.62/2017)	14759/2017

The above P.S.No. is available on the website given as under:-
10.2.2.19/dept/personnel_main.html and

<http://10.2.2.19/dept/personnel/14867.pdf>

Please acknowledge the receipt.

DA. As above.


12.3.18
(Balwan Singh)
For General Manager/P.

Copy to:-

1. All PHODs and All Officers of Personnel Dept. HQs office, Baroda House, NDLS.
2. Genl. Secy NRMU,12 Chelmsford Road, New Delhi.
3. Genl. Secy URMU,166/2, P.K.Road, New Delhi.
4. Genl. Secy AIOBC Rly Emp Asso 171/A3, Basant lane, New Delhi.
5. Zonal. Secy All India SC/ST Rly Emp Asso North Zone office, Baroda House, NDLS.
6. Genl Secy NRPOA Room No.301, HQs office, Baroda House, NDLS.
7. Dy CPO/IT, HQs office, Baroda House, NDLS for uploading on the website.
8. President NRPHEWA, C-5/81, G Floor, Sector 11, Rohini,Delhi.

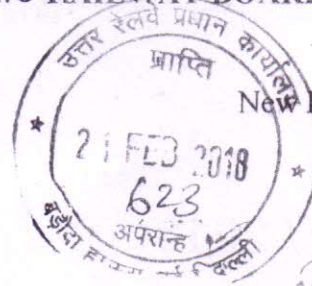
भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)

RBE No. 23 /2018

No. E(NG)II/2017/RC-2/1 Policy

New Delhi, dated 16.02.2018

The General Manager(P)
All Zonal Railways/PUs.,
Chairman/RRBs.



**Sub: Recruitment of Persons with Disabilities from open market on
Railways – Instructions regarding.**

Pursuant to the issuance of instructions by Department of Personnel & Training vide their OM No. 36035/02/2017 –Estt(Res) dated 15.01.2018 regarding reservation for the Persons with Benchmark Disabilities with enactment of 'THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016' from 19th April, 2017 and notification of 'THE RIGHTS OF PERSONS WITH DISABILITIES RULES, 2017' on 15th June 2017, the matter has further been looked into by this Ministry and following amendments are made to this Ministry's letter of even number dated 28.06.2017 issued under RBE No. 62/2017.

i) **Para 4 be substituted with the following:**

“ 4. QUANTUM OF RESERVATION:

4.1 In case of direct recruitment, four per cent of the total number of vacancies to be filled by direct recruitment, in the cadre strength of Non-Gazetted staff shall be reserved for persons with benchmark disabilities.

4.2 Against the posts identified for each disabilities, of which, one per cent each shall be reserved for persons with benchmark disabilities under the following clauses (a), (b) and (c) and one per cent, under clauses (d) and (e), unless otherwise exempted from the provision of reservation for persons with benchmark disabilities herein under:-

- (a) Blindness and low vision;
- (b) Deaf and hard of hearing;
- (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy;
- (d) Autism, intellectual disability, specific learning disability and mental illness;
- (e) Multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness.”

ii) **Para 12 be substituted with the following:**

“12. EFFECTING RESERVATION - MAINTENANCE OF ROSTERS:

12.1 Every Government establishment shall maintain group-wise a separate vacancy based 100 point vacancy based reservation roster register in the format given in Annexure for determining/effecting reservation for the Persons with Benchmark Disabilities - one each for Group 'A' posts filled by direct recruitment, Group 'B' posts filled by direct recruitment and Group 'C' posts filled by direct recruitment.

Not for
Recd
Per RP Cell
28/2/18

1st CB
6/3/18

iii) New paras 21(a) and 21(b) be added after para 21 as under:

21(a) CERTIFICATE BY REQUISITIONING AUTHORITY:

21(a)1. In order to ensure proper implementation of the provisions of reservation for persons with benchmark disabilities, the requisitioning authority while sending the requisition to the recruiting agency or authority as the case may be for filling up of posts shall furnish the following certificate to the recruiting agency:-

"It is certified that the requirements of the THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016' which has become effective from 19th day of April, 2017 and the policy relating to reservation for persons with benchmark disabilities has been taken care of while sending this requisition. The vacancies reported in this requisition fall at points no of cycle no of 100 point reservation roster out of which number of vacancies are reserved for persons with benchmark disabilities."

21(a)2. At the time of initial appointment against a vacancy reserved for persons with benchmark disabilities, the appointing authority shall ensure that the candidate is eligible to get the benefit of reservation.

21(b) MAINTENANCE OF REGISTER OF COMPLAINTS BY THE RAILWAY ESTABLISHMENT:

21(b)1. Every Railway establishment shall appoint a senior officer of the Department as the Grievance Redressal Officer at Divisional level and Head Quarter level.

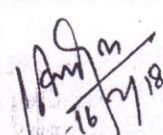
21(b)2. The Grievance Redressal Officer shall maintain a register of complaints of persons with disabilities with the following particulars, namely:-

- (a) date of complaint;
- (b) name of complainant;
- (c) the name of the establishment or person against whom the complaint is made;
- (d) gist of the complaint; (e) date of disposal by the Grievance Redressal Officer; and
- (f) any other information.

21(b)3. Any person aggrieved with any matter relating to discrimination in employment against any person with disability may file a complaint with the Grievance Redressal Officer of the respective Government establishment.

21(b)4. Every complaint filed as per Para 21(b)3 above, shall be inquired into within two months of its registration and outcome thereof or action taken thereon shall be communicated to the complainant / Person with Benchmark Disability.

Please acknowledge receipt.


 (Ravi Shekhar)
 Jt. Director Estt. (N)II,
 Railway Board.

