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No. HRD/32/2019/719
To,

Date: 23 DEC 2022

All ACC (HQ) & ACC (Zones) including ACC (ASD) (HQ),
Director (PDNASS)
All Regional PF Commissioners,
In-charge of the Region.

Sub:- Identification of posts suitable for Persons with benchmark disabilities under the Rights of Persons with Disabilities Act, 2016 - Notification regarding.

Sir,

In supersession to the earlier instructions, the Department of Empowerment of Persons with Disabilities has notified the list of posts suitable for various categories of persons with benchmark disabilities across all group of posts (A,B,C and D) vide Notification No. 38-16/2020-DD-III dated 04.01.2021 on the basis of the recommendations of an Expert Committee. Further, amendment vide OM No. 30-12/2020-DD-III dated 07.09.2022 regarding inclusion of persons with spine deformity & spine injury in the list of posts identified to be reserved for persons with benchmark disabilities. The list supersedes earlier list of identified posts notified vide notification no. 16-15/2010-DD-III dated 29th July, 2013.

The posts suitable for persons with disability in Group 'A', Group 'B' and Group 'C' Cadres in EPFO have been identified as per DoP&T OM No.36035/02/2017-Estt (Res) dated 15th January, 2018 read with DoPT OM No.36035/2/2012-Estt.(Res) dated the 8th January, 2014. The physical requirement for such posts and categories of disablement are furnished as under for information and strict compliance. Following is identified on the guidelines of Department of Empowerment of Persons with Disabilities OM No.38-16/2020-DD-III dated 20.01.2021. This identification supersedes Circular No.HRD/32/2019/423 dated 29.09.2020 and all circulars notified prior to this circular in respect of the following posts:

Sl. No.	Designation	Physical requirement	Categories of disability suitable for the job
Group A			
1.	Assistant Provident Fund Commissioner	S, ST, W, BN, RW, SE, H, C,MF	a. B, LV b. D, HH c. OA, BA, OL, BL, OAL, LC, Dw, AAV, MDy, SD(without N/L Df), SI (without N/L Df). d. MI e. MD involving (a) to (d) above.
2.	Assistant Director (Official Language)	S, ST, BN, KC,MF, RW, SE	a. B,LV b. D,HH c. OA, BA, OL, BL, OAL, CP, LC, Dw, AAV, MDy, SD(without N/L Df), SI (without N/L Df). d. ASD (M),SLD,MI

			e. MD involving (a) to (d) above.
Group B			
3.	Enforcement Officer/Accounts Officer	S, ST, W, BN, MF, RW, SE	a. B, LV b. D, HH c. OA, BA, OL, BL, OAL, CP, LC, Dw, AAV, SD(without N/L Df), SI (without N/L Df). d. SLD, MI e. MD involving (a) to (d) above.
4.	Assistant Section Officer	S, ST, W, BN, RW, SE, H, C, MF	a. B, LV b. D, HH c. OA, BA, OL, BL, OAL, CP, LC, Dw, AAV, SD(without N/L Df), SI (without N/L Df). d. SLD, MI e. MD involving (a) to (d) above.
5.	Personal Assistant	S, ST, BN, RW, SE, H, C	a. B, LV b. HH c. OA, OL, BL, OAL, BLA, BLOA, CP, LC, Dw, AAV, SD(without N/L Df), SI (without N/L Df). d. SLD, MI e. MD involving (a) to (d) above.
6.	Junior Translation Officer	S, ST, W, RW, SE, H, C	a. B, LV b. D, HH c. OA, OL, BL, OAL, CP, LC, Dw, AAV, MDy, SD(without N/L Df), SI (without N/L Df). d. ASD (M), SLD, MI e. MD involving (a) to (d) above.
Group C			
7.	Social Security Assistant	S, ST, W, MF, RW, SE, C	a. B, LV b. D, HH c. OA, OL, BL, BA, OAL, CP, LC, Dw, AAV, MDy, SD(without N/L Df), SI(without N/L Df). d. SLD, MI e. MD involving (a) to (d) above
8.	Stenographer	S, ST, W, L, MF, RW, SE, H, C.	a. B, LV b. HH c. OA, OL, BL, OAL, CP, LC, Dw, AAV, SD(without N/L Df), SI(without N/L Df). d. ASD(M), SLD, MI e. MD involving (a) to (d) above

Note: 1. In addition to above, "If a post is identified in the feeder grade, all the posts in the promotional grade should also stand identified" (as stated in Note 4 of the Notification dated 04.01.2021).

Note: 2. All the posts identified in the list stands identified suitable for **persons with SD/SI without neurological/limb dysfunction**.
Persons with SD/SI with associated limb dysfunction shall be covered under the respective sub category such as OA, OL, BA, BL, OAL, BLOA and BLA, as the case may be.

FUNCTIONAL REQUIREMENT ABBREVIATIONS USED: S=Sitting, ST=Standing, W=Walking, BN=Bending, L=Lifting, KC=Kneeling & Crouching, JU=Jumping, CRL=Crawling, CL=Climbing, PP=Pulling & Pushing, MF=Manipulation with Fingers, RW=Reading & Writing, SE=Seeing, H=Hearing, C=Communication.

CATEGORY ABBREVIATIONS USED: B=Blind, LV=Low Vision, D=Deaf, HH=Hard of Hearing, OA=One Arm, OL=One Leg, BA=Both Arms, BL=Both Leg, OAL=One Arm and One Leg, BLOA=Both Leg & One Arm, BLA=Both Legs Arms, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, MDy=Muscular Dystrophy, AAV=Acid Attack Victims, SD= Spinal Deformity, SI= Spinal Injury, ASD=Autism Spectrum Disorder (M=Mild, MoD=Moderate), ID=Intellectual Disability, SLD=Specific Learning Disability, MI=Mental Illness, MD=Multiple Disabilities, SD/SI(without N/L Df)= Spinal Deformity/Spinal Injury(Without Neurological/Limb dysfunction).

(This issues with the approval of Competent Authority)

Yours faithfully,



(Uma Mandal)

Addl. Central P.F. Commissioner (HRD)