

OFFICE MEMORANDUM

Bhubaneswar, the 18th July, 1978

Sub: - Grant of concessions to physically handicapped persons in the matter of employment in public service.

The question of making a suitable provision for enabling disabled persons to secure employment had been engaging the attention of Government for some time past. A physically handicapped person has been looked upon as an object of charity and pity in the society for the physical deformity he suffers from. It is often forgotten that despite of his permanent disability a physically handicapped person still possess residual resources which in fact, would enable him to take fresh task involving physical ability or mental alertness. It is, therefore, necessary to provide all possible opportunities to the physically handicapped to develop their own personality and economic independence.

2. In consideration of the above fact the Governor has been pleased to decide that no less than one per-cent of the vacancies in different services and posts under the Government, to which direct recruitment is made, shall be reserved to ~~the~~ be filled up by qualified disabled persons as defined in the following paragraph, provided such persons possess the minimum prescribed qualifications and fulfil the conditions laid down in the relevant rules, regulations and orders.

3. The "physically handicapped means and includes the following categories of physically handicapped persons.

(A) Blind:

The Blind are those who are suffering from any of the following conditions:

- (a) Total absence of sight.
- (b) Visual acuity not exceeding 6/60 or 20/200 (Annellian) in the better eye with correcting lenses.
- (c) Limitation of the field of vision subtending at angle of 20 degrees or worse.

(B) Deaf:

The deaf are those in whom the sense of hearing is non-functional for the ordinary purposes of life. Generally loss of hearing at 70 decibels or above at 500, 1000 or 2000 frequencies will make residual hearing non-functional and will include deaf-mute persons

(C) Orthopaedically handicapped: The orthopaedically handicapped are those who have a physical defect or deformity which causes an interference with normal functioning of bones, muscles and joints.

(D) Speech Defective: A person suffering from aphasia (Complete loss of speech but sense of hearing normal) or whose speech is not clear and/or normal.

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4. The posts or category of posts reserved for the physically handicapped shall be intimated to the Director of Community Development and Social Welfare in the proforma enclosed by 31st March each year.

5. A cell shall be constituted under the Community Development and Social Welfare Department to register the names of physically handicapped category-wise. The cell shall receive applications from physically handicapped for registration. Application for registration in the cell shall accompany certificate relating to educational qualification, the training etc. if any and certificate of age.

6. The Director of C.D. and S.W. will nominate Medical Experts for each category of physically handicapped persons for detailed medical examination for assessing the degree of disability and capability to perform the duties of different posts irrespective of the physical disability for which no fee shall be paid by the physically handicapped. The medical certificate so obtained from the Medical Expert shall be attached to the application of the physically handicapped persons by the Director, Community Development and Social Welfare and identity cards shall be issued to each physically handicapped person on the said report.

7. The Director of Community Development and Social Welfare, keeping in view the educational qualification of the physically handicapped persons and the medical certificate obtained from the Medical Experts shall recommend the cases to different Departments for appointment against different posts reserved for the physically handicapped persons.

8. Each Department of Government after having due assessment of the nature and functional requirement of each category of post under them and having regard to functional suitability of each category of physically handicapped as contained in paragraph (3) above, shall ~~also~~, keeping in view the recommendation of the Director Community Development and Social Welfare, fill up the posts in different categories reserved for the physically handicapped.

9. The physically handicapped persons, at the time of appointment against different posts reserved for them, shall produce the identity card issued in their favour by the Director, Community Development and Social Welfare. They shall not be subject to the usual medical examination provided in the respective service, rules and regulations and other on first entry into the Government service.

10. In the event of non-availability of suitable candidates for appointment against the posts reserved for them, such vacancies shall be filled up by normal candidates and equivalent number of additional vacancies shall be reserved in the subsequent year. Such of the vacancies which remain so unfilled, shall be carried forward to the subsequent three recruitment years at the maximum and thereafter such reservation would lapse.

11. The maximum age limit prescribed for appointment to various posts and services under the Government shall be relaxed by 5 years in case of physically handicapped persons.

12. The following concessions shall be allowed to the physically handicapped persons for their eligibility for appointment to posts and services under Government reserved for them-

- (1) 5 percent of marks wherever minimum percentage of marks in any examination is prescribed.
- (2) The condition or training/test/experience wherever prescribed shall not apply to the physically handicapped persons for appointment to posts reserved for them. Where a particular training is essential for appointment to a post, the physically handicapped person shall complete such training within 2 years from the date of appointment.

13. Persons already in employment against different posts under the Government, who may suffer from physical handicap as defined in para (3) above shall also be entitled to be absorbed against the vacancies reserved in different posts and services for physically handicapped persons subject to the conditions laid down in this Office Memorandum.

14. The above instructions may be followed by different Departments of Government and the physically handicapped persons may be appointed against different posts reserved for them keeping in view their educational qualification and capability in consultation with the Director of Community Development and Social Welfare. Similar reservation may also be made in the posts in the public sector undertakings under their administrative control and disabled persons appointed against those posts according to their suitability.

W. S. / 17.7.78
ADDITIONAL SECRETARY TO GOVERNMENT

Memo No. 15881 /Gen. Dated 18-7-78

Copy forwarded to all Departments of Government/all Heads of Departments for information and necessary action.

W. S. / 17.7.78
ADDITIONAL SECRETARY TO GOVERNMENT

rc. 15.7.

F O R M (Vide paragraph 4)

Information of the earmarked posts for the Employment of the Physically Handicapped.

1. Year
2. Name of the Department
3. Total No. of post in the Department

Category-wise:

<u>S. No.</u>	<u>Category of post</u>	<u>No. of posts</u>
(1)		
(2)		
(3)		
(4)		
(5)		

4. Categories of posts suitable for employment of the physically handicapped.

<u>Sl. No.</u>	<u>Category of post</u>	<u>Total No. of posts</u>	<u>Category of physically handicapped suitable for employment.</u>	<u>No. of posts reserved for physically handicapped on the basis of 1%</u>
(1)				
(2)				
(3)				
(4)				
(5)				

5. Nature of duties of the posts reserved for the category of physically handicapped.

<u>Sl. No.</u>	<u>Category of post</u>	<u>Nature of duties</u>
(1)		
(2)		
(3)		

6. No. of physically handicapped already employed.

<u>S. No.</u>	<u>Category of post</u>	<u>Category of physically handicapped employee</u>	<u>No. of physically handicapped employed</u>
(1)			
(2)			
(3)			
(4)			
(5)			

7. No. of posts to be filled in by the physically handicapped

<u>S. No.</u>	<u>Category of post</u>	<u>Category of physically handicapped who can be employed.</u>	<u>No. of posts filled in by the physically handicapped.</u>
(1)			
(2)			
(3)			