
	<p>कार्यालय, रक्षा लेखा महानियंत्रक उलान बटार रोड, पालम, दिल्ली कैंन्ट-110010 CONTROLLER GENERAL OF DEFENCE ACCOUNTS ULAN BATAR ROAD, PALAM, DELHI CANTT-110010 Phone-011-25675480, 25665708, Fax-011-25674806, Email-hqadmin8.dad@hub.nic.in</p>	
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No. AN/VIII/8200/2/Annual

Dated: 21/11/2019

Subject : Compliance of order of Hon'ble Supreme Court in the matter of Shri Anuj Goyal vs. UOI & Ors. regarding identification of posts, review and finalisation of classification & physical requirement for all caterogies of disabilities covered under the Rights of Persons with Disabilities Act, 2016.

In compliance with order of Hon'ble Supremet Court in the subject mentioned matter, a meeting of Expert Committee constituted for identification of posts in Defence Accounts Department for the categories of disabilities covered under the **Rights of Persons with Disabilities Act, 2016** was held on 07/11/2019 in CGDA HQrs. The minutes of the Expert Committee duly approved by the CGDA are uploaded on the official website of our Department i.e. cgda.nic.in for information and guidance of all concerned.

2. This supercedes this HQrs letter No. AN/VIII/8201/2/Vol-85 dated 17/07/2014 to the extant Gp 'B' & 'C' posts identified & classified in the Minutes of meeting dated 07/11/2019.

Encl: As above

Devendra Mohan

(Devendra Mohan)
Accounts Officer (AN)

Copy to:

1. Ministry of Defence (D JCM) : for information with reference to MoD ID No. (Kind Attn: Anil Kumar T, US) 24(4)/2019/D(JCM) dated 9th September 2019.
2. Department of Empowerment of Persons with Disabilities
5th Floor, Pt Deen Dayal Antoyodaya Bhawan, CGO Complex,
Lodhi Road, New Delhi.
(Kind Attn: **Sh K V S Rao, Director-Policy**)
3. DoP&T (Estt RR), North Block, New Delhi
4. Staff Selection Commission, CGO Complex, New Delhi
5. All PCDAs/CDAs
6. AN / I / II / IX / X / XI (local).
7. O/i IT & S Section (local): with a request to upload the same of CGDA's website.
8.

Minutes of the meeting of the Expert Committee constituted in the Defence Accounts Department for identification of posts, to review and finalise functional classifications & physical requirements for all categories of disabilities covered under the Rights of Persons with Disabilities Act, 2016 held on 07.11.2019 at 1530 hrs at CGDA HQrs.

A meeting of the Expert Committee constituted for identification of posts in the Defence Accounts Department for the categories of disabilities covered under the **Rights of Persons with Disabilities Act, 2016** was held on 07.11.2019 at 1530 hrs in the chamber of Sr. Dy. CGDA (AN), O/o the Controller General of Defence Accounts with the following composition :-

1. Dr. Amit Gupta, Sr. Dy. CGDA (AN) -Chairman
2. Shri Amit Kumar, Sr. ACGDA -Member
3. Shri M K Gupta, ACGDA -Member
4. Shri K C Behera, Special Consultant was represented from Deptt of Empowerment of Persons with Disabilities -Member
5. Shri Devendra Mohan, Accounts Officer
6. Shri Shahbuddin, Assistant Accounts Officer

2. While welcoming the participants of the meeting, Chairman requested Shri Devendra Mohan, Accounts Officer to brief the Committee about the background of the meeting. It was explained to the committee that this Department has been complying with the provision of the 'old' Act i.e. Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation Act, 1995. Now, the 'new' Act i.e. the Rights of Persons with Disabilities (RPwD), Act 2016 has superseded the 'old' Act w.e.f. 19.04.2017. Subsequent to this, **Rights of Persons with Disabilities Rules, 2017** have also been notified on 15.06.2017.

3. Specific attention of the committee was invited to section 33 & 34 of the RPwD Act, 2016:

"Section 33":

The appropriate Government Shall—

- (i) *Identify posts in the establishments which can be held by respective category of persons with benchmark disabilities in respect of the vacancies reserved in accordance with the provisions of section 34;*
- (ii) *Constitute an expert committee with representation of persons with benchmark disabilities for identification of such posts; and*
- (iii) *Undertake periodic review of the identified posts at an interval not exceeding three years.*

“Section 34”:

Every appropriate Government shall appoint in every Governments establishment, not less than four per cent of the total number of vacancies in the cadre strength in each group of posts meant to be filled with persons with benchmark disabilities of which, one per cent each shall be reserved for persons with benchmark disabilities under clauses (a), (b) and (c) and per cent for persons with benchmark disabilities under clauses (d) and (e) namely:

- (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 in the posts identified for each disabilities.*

Provided that the reservation in promotion shall be in accordance with such instructions as are issued by the appropriate Governments from time to time.

Provided further that the appropriate Governments, in consultation with the Chief Commissioner or the State Commissioner, as the cases may be, may, having regard to the type of work carried out in any Government establishment, by notification and subject to such condition, if any, as may be specified in such notification and subject to such conditions, if any as may be specified in such notifications exempt any Government establishment from the provisions of the section.”

Proviso to sub-section (2) of section 34

“..... if the number of vacancies in an establishment is such that a given category of person cannot be employed, the vacancies may be interchanged among the five categories with the prior approval of the appropriate Government.”

4. The details of the Group ‘B’ and Group ‘C’ posts in the Defence Accounts Department for which direct recruitment through the Staff Selection Commission and through Department is one of the mode of filling up the vacancies are as under :-

Sl No.	Group ‘C’ post	Group ‘B’ post
1	Librarian and Information Assistant	Assistant Accounts Officer (as per RR, the recruitment is made by promotion, failing which by deputation/absorption and failing both by direct recruitment)
2	Auditor	Junior Translator
3	Clerk-cum-typist	
4	Multi Tasking Staff	
5	Stenographer Grade-II	
6	Data Entry Operator (A)	
7	Data Entry Operator (B)	
8	Canteen Attendant	

5. a) The committee deliberated on the physical requirement and functional classification of these above posts and it was of the view that all the above posts except the post of Assistant Accounts Officer (Group-B) and Auditor (Group-C), could be identified suitable for all category of Divyangjan covered under Section 34(1) of the RPwD Act, 2016.

b) So far as Assistant Accounts Officer and Auditor of this Department are concerned, it is the duty for both posts to ensure proper maintenance of accounts, cash accounts, scrutinise bills, receipts, payments etc. and auditing the expenditure and other documents based on the relevant orders from the Govt time to time. After detailed discussions & analysis of the nature of duties specific to these posts, it was deliberated amongst the members to include "Specific learning disability" and "Multiple Disabilities with already identified disabilities" for these posts. It was deliberated that these disabilities will not restrict them in performing official duties/functioning.


Finally, the Post-wise identification of the posts suitable for the categories of the persons with Benchmark disabilities specified under RPwD Act, 2016 as recommended by the Committee is as under:


Name of post	Group	Physical Requirement	Identified suitable for	Remarks
Assistant Accounts Officer	B	S, ST, BN, MF, SE, RW, H, C,	(a) Deaf and Hard of hearing (HH) (b) Locomotor Disability (OA, OL, BL) including leprosy cured, cerebral palsy, dwarfism, acid attack victims and muscular dystrophy (c) Specific learning disability (d) Multiple disabilities from amongst (a) to (c)	1. The nature of duties include critical analysis of bills/vouchers received from units, maintenance of accounts, audit, payment and other sensitive nature of work. Therefore, it was deliberated that for audit & payment of manual bills received from Units/formations, proper visibility and intelligence are the most required elements/skills. 2. The incumbents should be considered with appropriate support The work is mostly performed in well lighted rooms. It does not involve any hazards.
Junior Translator	B	S, ST, W, MF, RW, H,	(a) Blindness and low vision (b) Deaf and hard of hearing (c) Locomotor Disability (OA, OL, OAL, BL, BLOA) including leprosy cured, cerebral palsy, dwarfism, acid attack victims and muscular dystrophy	


			(d) Autism, Intellectual Disability, Specific learning disability and mental illness (e) Multiple disabilities from amongst (a) to (d) including deaf blindness	
Librarian and Information Assistant	C	S, W, MF, SE, RW, H, C	(a) Low Vision (b) Hard of hearing (HH) (c) Locomotor Disability (OL, BL) including leprosy cured, cerebral palsy, dwarfism, acid attack victims and muscular dystrophy	The incumbents should be considered with appropriate support. The work is mostly performed in well lighted rooms. It does not involve any hazards.
Auditor	C	S, ST, W, MF, SE, RW, C	(a) Deaf and Hard of hearing (HH) (b) Locomotor Disability (OA, OL, BL) including leprosy cured, cerebral palsy, dwarfism, acid attack victims and muscular dystrophy (c) Specific learning disability (d) Multiple disabilities from amongst (a) to (c)	1. The nature of duties include critical analysis of bills/vouchers received from units, maintenance of accounts, audit, payment and other sensitive nature of work. Therefore, it was deliberated that for audit & payment of manual bills received from Units/formations, proper visibility and intelligence are the most required elements/skills. 2. The work is mostly performed in well lighted rooms. It does not involve any hazards. The incumbents should be considered with appropriate support.
Clerk-cum-typist	C	S, ST, W, MF, RW, C	(a) Blindness and low vision	The incumbent should be considered with aids and appliances wherever necessary
DEO(A)	C	S, ST, W, MF, RW, H	(b) Deaf and hard of hearing	
DEO(B)	C	S, ST, W, MF, RW, H	(c) Locomotor Disability (OA, OL, OAL, BL, BA) including leprosy cured, cerebral palsy, dwarfism, acid attack victims and muscular dystrophy,	
MTS	C	S, ST, W, MF, RW, C	(d) Autism, Intellectual Disability, Specific learning disability and mental illness (e) Multiple disabilities from amongst (a) to (d) including deaf blindness	


Stenographer Grade-II	C	S, ST, W, L, MF, RW, H, C	(a) Blindness and low vision (b) Hard of hearing (c) Locomotor Disability (OA, OL, OAL, BL, BA) including leprosy cured, cerebral palsy, dwarfism, acid attack victims and muscular dystrophy, (d) Autism, Intellectual Disability, Specific learning disability and mental illness (e) Multiple disabilities from amongst (a) to (d) including deaf blindness	The incumbent needs to take decision and also reproduce through typing Reasonable level of hearing is required for effective two way communication. The incumbent should be considered with aids and appliances wherever necessary.
Canteen Attendant	C	S, ST, W, MF, L, B	(a) Blindness and low vision (b) Hard of hearing (c) Locomotor Disability (OL, BL,) including leprosy cured, cerebral palsy, dwarfism, acid attack victims and muscular dystrophy, (d) Autism, Intellectual Disability, Specific learning disability and mental illness (e) Multiple disabilities from amongst (a) to (d) including deaf blindness	The incumbent should be considered with aids and appliances wherever necessary

Note: S- Sitting, ST-Standing, W-Walking, BN-Bending, L-Lifting, PP-Pulling and Pushing, SE-Seeing, C-Communicating, MF-Manipulating with finger, H-Hearing, RW-Reading and Writing, OA-One arm, OL-One leg, OAL-One arm and one leg, BL-Both Legs, BA-Both Arms, BLOA-Both legs and one arm.


(M. K. Gupta)
ACGDA
Member


(Amit Kumar)
Sr. ACGDA
Member


(K C Behera)
Special Consultant (DEPD)
Member


(Amit Gupta)
Sr. Dy. CGDA
Chairman