

Dy. No. 194

Dated: 29<sup>th</sup> Oct., 2025

**Proceedings of the meeting of Expert Committee held on 15.10.2025 at 12:30 PM under the Chairmanship of Dr. Nipun Jindal, IAS, Director (DT&G) for identification of posts reserved for persons with benchmark disabilities as per RPwD Act, 2016 in the Department of Digital Technologies & Governance, H.P.**

A meeting of Expert Committee was held on 15.10.2025 at 12:30 PM for identification of 4% posts reserved for Persons with Benchmark Disabilities under the Rights of Persons with Disability Act, 2016, under the Chairmanship of Dr. Nipun Jindal, IAS, Director (DT&G), Department of Digital Technologies & Governance, H.P. wherein the following members were present in the meeting:-

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|--|------------------|
| 1. Sh. Krishan Kumar Sharma, HPAS<br>Joint Director (Admin.) | Member           |
| 2. Smt. Shakuntla Sharma<br>Assistant Controller (F&A)       | Member Secretary |

At the outset the Member Secretary, welcomed the Committee Members and following decisions were taken in the meeting:-

The Joint Director (Admin), Himachal Pradesh discussed the instructions issued by the Department of Personnel to the Government of H.P. vide Office Memorandum No. PER (AP)-C-F(4)-1/2020 dated 22.06.2020 regarding providing of 4% reservation in direct recruitment for the Persons with Benchmark Disabilities in the services of the State Government. The Committee considered the post wise sanctioned strength of Group-A to Group-D which falls under the Direct Recruitment quota and assessed that 4% quota to the PwDs having benchmark disabilities should be applicable in the various categories. The post wise sanctioned strength is attached at **Annexure-'A'**. The committee perused the class-wise separate vacancy based reservation roster (**as per the format prescribed at Annexure of instructions dated 22.06.2020**) prepared in the Department and found that the posts of Group-A & Group-D was already filled as per the provisions of R&P Rules of the post before the issuance of the instructions i.e. 22.06.2020. Therefore, whenever the direct recruitment will starts in Group-A & Group-D category posts, the point will be given to the concerned category reserved for Persons with Benchmark Disabilities. Further, the committed perused that no posts exist in Group-B which falls under the Direct Recruitment quota, hence, no post is identified in Group-B under 4% reservation in direct recruitment for the Persons with Benchmark Disabilities.





Besides this, it has been observed by the committee that Sh. Ghanshyam Bhardwaj, Data Entry Operator (DEO), Group-C has joined this Department on 21.11.2013 (FN) on secondment basis & subsequently absorbed in the Department as DEO against UR category on 07.08.2014 in the PB- Rs. 5910-20200+2400/-GP (pre-revised scale), who also belongs to the Persons with Disabilities category (i.e. Hearing Impaired). Therefore, the committee is of the view that the matter may be taken up with the Director, Empowerment of SCs, OBCs, Minorities & Specially Abled, SDA Complex, Kasumpti, Shimla to seek clarification as to whether Sh. Ghanshyam Bhardwaj can subsequently be considered or adjusted against a post earmarked/ reserved in Group-C for Persons with Disabilities candidate.

The committee shall identify/ earmark the posts reserved for Persons with Benchmark Disabilities in the Department of Digital Technologies & Governance, HP after receiving the clarification from the Director, Empowerment of SCs, OBCs, Minorities & Specially Abled, SDA Complex, Kasumpti, Shimla, accordingly.

The meeting ended with a vote of thanks to and from the Chair.

  
**Shakuntla Sharma,**  
Assistant Controller (F&A)

  
**Krishan Kumar Sharma, HPAS**  
Joint Director (Admin.),

  
**Dr. Nipun Jindal, IAS**  
Director,  
Department of Digital Technologies & Governance,  
Shimla-171013, Himachal Pradesh.

**Annexure-‘A’**

**Categories identified for consideration under identification of posts for reservation to Persons with Persons with Benchmark Disabilities (PwBDs) in the Department of DT&G under the RPwD Act, 2016**

Sr. No	Name of the post	No. of posts sanctioned	No. of posts filled	No. of posts vacant
<b>GROUP-A</b>				
1.	Manager (IT)	02	01	01
2.	Deputy Manager (IT)	02	01	01
3.	Programmer	03	-	03
	<b>TOTAL</b>	<b>07</b>	<b>02</b>	<b>05</b>
<b>GROUP-C</b>				
1.	Senior Scale Stenographer	01	01	-
2.	Assistant Programmer	06	04	02
3.	Steno Typist	01	01	-
4.	Data Entry Operator	04	01	03
5.	Jr. Office Assistant (IT)	10 <b>DR-70%</b> <b>LDR-20%</b> <b>Promotion-10%</b>	08	02  (01 post is under process of filling as per the recommendations of HPRCA, Hamirpur and 01 post of JOA (IT) has been recommended for providing employment on compassionate ground under 05% quota in this Department)
	<b>TOTAL</b>	<b>22</b>	<b>14</b>	<b>08</b>
<b>GROUP-D</b>				
1.	Peon	03	-	03
2.	Peon-cum-Chowkidar	01	-	01
3.	Peon-cum-Sweeper	01	-	01
	<b>TOTAL</b>	<b>05</b>	<b>-</b>	<b>05</b>

Annexure

**RESERVATION ROSTER FOR PERSONS WITH BENCHMARK DISABILITIES (Group-A)**

Year of Recruitment	Cycle No.	Point No.	Name of Post	Identified suitable for persons with benchmark disabilities covered under the following respective categories				Unreserved or Reserved**	Name of the person appointed and date of appointment	Whether the person appointed is in a, b, c and (d&e) or None***	Remarks, if any
				a	b	c	d&e				
2018	1	1	Manager (IT)	-	-	-	-	UR	Sh. Narendar Kumar 07.08.2018	None	The officer has been promoted to the post of Deputy Director (IT) in Dec., 2024
2018	1	2	Manager (IT)	-	-	-	-	UR	Sh. Vikas Chadha 14.08.2018	None	-
2019	1	3	Deputy Manager (IT) Deputy Manager (IT)	-	-	-	-	UR	Sh. Chandan Parmar 11.03.2019	None	-
			Deputy Manager (IT)	-	-	-	-	-	-	-	-

**Note:-** As per the provisions in R&P Rules of above categories, these posts are filled up 100% by promotion failing which by direct recruitment on regular basis or by recruitment on contract basis, as the case may be failing both on secondment basis. (The matter will be taken up before the Committee when any such vacancy arise in the Department)

**Respective Categories**

- (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

\*\*If identified reserved, write a/b/c/(d&e) as the case may be, otherwise write UR

\*\*\*Write a/b/c/(d&e) or None, as the case may be.

## RESERVATION ROSTER FOR PERSONS WITH BENCHMARK DISABILITIES (Group-B)

Year of Recruitment	Cycle No.	Point No.	Name of Post	Identified suitable persons with disabilities covered under the following respective categories					Unreserved or Reserved**	Name of the person appointed and date of appointment	Whether the person appointed is in a, b, c and (d&e) or None***	Remarks, if any
				a	b	c	d&e					
			Superintendent Grade-II	-	-	-	-	-	-	-	-	
			Personal Assistant	-	-	-	-	-	-	-	-	

**Note:-** There are only two (02) sanctioned posts of Group-B i.e. Superintendent Grade-II (01) & Personal Assistant (01), out of which post of Personal Assistant, Group-B has been upgraded to the post of Private Secretary, Group-A on measure personal to extend the promotional benefit to the existing incumbent. As per the provisions in Common R&P Rules of above categories, these posts are filled up 100% by promotion failing which on secondment basis. There is no provision of Direct recruitment in the R&P Rules.

**Respective Categories**

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

\*\*If identified reserved, write a/b/c/(d&e) as the case may be, otherwise write UR

\*\*\*Write a/b/c/(d&e) or None, as the case may be.

## RESERVATION ROSTER FOR PERSONS WITH BENCHMARK DISABILITIES (Group-C)

Year of Recruitment	Cycle No.	Point No.	Name of Post	Identified suitable for persons with benchmark disabilities covered under the following respective categories					Unreserved or Reserved**	Name of the person appointed and date of appointment	Whether the person appointed is in a, b, c and (d&e) or None***	Remarks, if any
				a	b	c	d&e					
2014	1	1	DEO	-	-	-	-	UR	Sh. Ghanshyam Bhardwaj Date of Absorption: 07.08.2014	None	-	
2017	1	2	JOA (IT)	-	-	-	-	UR	Sh. Sita Ram 29.09.2017	None	The official has resigned from the post	
2017	1	3	JOA (IT)	-	-	-	-	UR	Ms. Sweety 07.10.2017	None	The official has resigned from the post	
2017	1	4	JOA (IT)	-	-	-	-	UR	Sh. Varun Sharma 28.09.2017	None	-	
2017	1	5	JOA (IT)	-	-	-	-	UR	Sh. Lokender Sharma 28.09.2017	None	-	
2017	1	6	JOA (IT)	-	-	-	-	UR	Ms. Anshul Kaushik 29.09.2017	None	-	
2017	1	7	JOA (IT)	-	-	-	-	UR	Ms. Nisha Kumari 29.09.2017	None	-	

2017	1	8	JOA (IT)	-	-	-	-	-	SC	Ms. Kiran Kumari 29.09.2017	None	-
2018	1	9	JOA (IT)	-	-	-	-	-	UR	Sh. Rakesh Kumar 04.01.2018	None	The official has resigned from the post
2018	1	10	JOA (IT)	-	-	-	-	-	OBC	Sh. Avtar Singh 08.01.2018	None	The official has resigned from the post
2018	1	11	Steno Typist	-	-	-	-	-	UR	Ms. Sital 02.05.2018	None	-
2019	1	12	Assistant Programmer	-	-	-	-	-	UR	Miss Mantta Devi 04.06.2019	None	-
2019	1	13	Assistant Programmer	-	-	-	-	-	UR	Sh. Pawan Kumar 07.06.2019	None	-
2019	1	14	Assistant Programmer	-	-	-	-	-	UR	Ms. Suman Sharma 04.06.2019	None	-
2019	1	15	JOA (IT)	-	-	-	-	-	UR	Ms. Richa Verma 25.09.2019	None	-
2019	1	16	Assistant Programmer	-	-	-	-	-	UR	Ms. Rajni 13.11.2019	None	-
2022	1	17	Senior Scale Stenographer	-	-	-	-	-	UR	Sh. Umesh Goyal 25.05.2022	None	-
2025	1	18	JOA (IT)	-	-	-	-	-	UR	Ms. Jyoti 12.09.2025	None	-
	1	19	JOA (IT)									This post is under process of filling in the



- (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

\*\* If identified reserved, write a/b/c/(d&e) as the case may be, otherwise write UR

\*\*\* Write a/b/c/(d&e) or None, as the case may be.

**RESERVATION ROSTER FOR PERSONS WITH BENCHMARK DISABILITIES (Group-D)**

Year of Recruitment	Cycle No.	Point No.	Name of Post	Identified persons with suitable benchmark for the following respective categories					Unreserved or Reserved**	Name of the person appointed and date of appointment	Whether the person appointed is in a, b, c and (d&e) or None***	Remarks, if any
				a	b	c	d&e					
			Peon	-	-	-	-	-		-		
			Peon	-	-	-	-	-		-		
			Peon	-	-	-	-	-		-		
			Peon-cum-Chowkidar	-	-	-	-	-		-		
			Peon-cum-Sweeper	-	-	-	-	-		-		

**Note:-** There are total five (05) sanctioned posts of Group-D i.e. Peon (04) & Sweeper (01), which are lying vacant in the Department. The Committee may identify the post reserved for Persons with Benchmark Disabilities under RPWD Act under Group-D.

**Respective Categories**

- (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

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\*\*\*Write a/b/c/(d&e) or None, as the case may be.