

No.A-12027/33/2019-P&AR(GSW)
GOVERNMENT OF MIZORAM
DEPARTMENT OF PERSONNEL & ADMINISTRATIVE REFORMS
(GENERAL SERVICE WING)

Mizoram Secretariat, Aizawl
Aizawl the 29th July, 2020

OFFICE MEMORANDUM

Subject: Guidelines for transfer and posting of employees with disabilities

Section 20(5) of the Rights of Persons with Disability (RPwD) Act, 2016 enjoined upon the State Government to frame policies for transfer and posting of employees with disabilities.

2. The Government of India had issued guidelines on the subject matter mentioned above vide OM No.A-B.14017/41/90-Estt(RR) dt. 10.05.1990 and OM No.36035/3/2013-Estt.(Res) dt. 31.03.2014.

3. Taking into consideration the policy guidelines framed by the Government of India, the Government of Mizoram hereby framed the following policy guidelines for transfer and posting of State Government employees (including regular, contract, work-charged, provisional or any other temporary employees) with disabilities as envisaged under section 20(5) of the Rights of Persons with Disability Act, 2016 :

- a) Persons with disability may be given posting, as far as possible, near their native places subject to administrative constraints.
- b) Requests from persons with disability for posting to or near their native places may be given preference, subject to administrative constraints.
- c) Preference in place of posting at the time of transfer/promotion may be given to persons with disability subject to administrative constraints.
- d) Persons with disabilities may be exempted from rotational transfer norms/policies/guidelines and be allowed to continue in the same post where they would have achieved optimal performance. To the extent feasible, they may be retained in the same post where their services could be optimally utilized.
- e) Person with disability as envisaged in these guidelines shall mean person with disability as defined in section 2(s) of the RPwD Act, 2016.

Commissioner for PwDs
Receive No
Date.....

Sd/-LALRINSANGA
Additional Secretary to the Govt. of Mizoram

Memo.No.A-12017/33/2019-P&AR(GSW)

Aizawl, the 29th June, 2020

Copy to:

1. Secretary to Governor
2. Additional Chief Secretary to Chief Minister
3. P.S. to Deputy Chief Minister
4. P.S. to Speaker/Ministers/Deputy Speaker/Ministers of State
5. Sr. P.P.S. to Chief Secretary
6. All Administrative Departments
7. Commissioner for Persons with Disabilities
8. Secretary, MPSC/SIC/SEC/Lok Ayukta
9. All Heads of Departments
10. All wings of DP&AR
11. Website Manager, DP&AR for uploading in the official website
12. Guard File



(PAUL L. KHUMA)

Deputy Secretary to the Govt. of Mizoram