

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED
VIDYUT SOUDHA :: VIJAYWADA

Memo.No.JS(Per)/DS(Estt.)/AS(P-NT&R)/PO(P-NT&R)/303/2023, Date.08.11.2023

Sub: Estt. – APGENCO – Implementation of Horizontal Reservation to Women & Persons with Benchmark Disabilities in Promotions – Clarifications – Issued.

Ref: 1. G.O.Ms.No.77, GA (Services-D) Dept., dt.02.08.2023 adopted vide G.O.O.No.159/JS(Per)/2023, dt.27.09.2023
2. U.O.No.CGM(Adm.,IS&ERP)/GM(HR-Adm)/EE(Adm)/Dy.EE(A-II)/AEE-I/D.No. 555/23, dt.10.10.2023.

In the G.O.O. 1st cited, orders were issued for implementation of horizontal reservation to Women, Persons with Benchmark Disabilities, Ex-Servicemen and Meritorious Sportsman in the matter of Direct Recruitment and Promotion duly amending Rule 22 of APSEB SR Part-II as adopted, in line with the amendments to Rule 22 of Andhra Pradesh Subordinate Rules, 1996. With reference to these orders, in the U.O 2nd cited, raised various points for clarification. These points have been carefully examined in consultation with General Administration (Services-D) Department and the clarifications are as follows.

Sl. No.	Point	Clarification
1	Consideration of which specific category of Persons Benchmark Disabilities among (a),(b),(c), (d),(e) against the Roster Points 1, 26, 51 and 76 of each block.	Existing order of priority among the PBD shall be followed as detailed below: a) Blindness and Low Vision. b) Deaf and Hard Hearing. c) Loco Motor Disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy. d) Autism, Intellectual Disability, Mental Illness e) Multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each disabilities.
2	Filling of vacancy due to non-availability of suitable persons with bench mark disability in promotions as the orders silent. In case guidelines similar to Direct Recruitment are applicable, i.e., carried forward to the succeeding panel year	In case of non-availability of Qualified and eligible person with disability of Blindness and low vision while operating the 1 st block, 1 st priority should be given to person with disability of Blindness and low vision and next to person with disability of Deaf & hard hearing in the 2 nd Block. If both are not available in the 2 nd Block, 1 st priority should be given to person with disability

	and filling up with suitable Persons with Benchmark Disability as per clarifications issued at Pg.No.22,(3)(iv)(3)(d) (iv) are applicable, then in the succeeding year the priority of PBD category to be considered for filling up the vacancy, be specified.	of Blindness and Low Vision, 2nd priority Deaf & Hard Hearing & then the 3rd category i.e., Loco Motor Disabilities in the 3rd Block. However, in the 4th block priority is to be given to first 3 categories and then to 4th category i.e., (d) Autism etc., In case all the four categories are not available, no vacancy need to be carried forward and vacancies shall be filled up as per seniority. In the 2nd cycle of Roster, the Horizontal reservation in favour of PBDs shall be implemented afresh.
3	Earlier, vide memo dt.23.12.2022 orders were issued for that R.P.No.86 (Autism) under open category shall be converted as R.P.No.56 (Loco Motor Disability) under open category for recruitment. Hence, it is requested for clarification on inter-changeability of categories (d)&(c) of PBD for Recruitment and Promotions in all cadres.	The orders issued vide Memo.No.CGM (Adm.,IS&ERP)/DS(Estt.)/AS(P-NT&R)/51/2020, dt.23.12.2022 to be followed.
4	In the G.O.Ms.No.2 (Department for Women, Children, Differently Abled and Senior Citizens (Prog.II), dt:19.02.2020 adopted by APGENCO vide G.O.O.480/CGM(Adm.,IS&ERP)/2020, dt.15.09.2020, Page No.(5), clarification was issued on consideration of Women with Benchmark Disabilities in each cycle of 100 Point Roster. As per the present guidelines, clarification on considering of PBD Women (category wise) for filling them in proper roster points is required.	To follow the Operational Guidelines referred at item (6)(iii) (b) (page 29 of GO) of Amendment (3) (iv) read with Sub rule (5) "Horizontal Reservation for Women)"in Rule 22-A of G.O.Ms.No.77, dt.02.08.2023 as adopted vide G.O.O.No.159/JS(Per)/2023, dt:27.09.2023.

5	Whether to start a fresh beginning from Roster Point No.1 (Cycle-I) with fresh roster registers as per the promotion Roster Points issued vide G.O.Ms.No.77, dt.02.08.2023, para No.(6) (c) (or) continue from the last operated rosters for the promotion panels for the year 2023-24.	New Roster should be followed as per Amendment (3)(iv)(6)(c) of G.O.Ms.No.77, dt.02.08.2023. However, the Roster Point to be operated now will be in continuation to the Roster Point of previous roster. For example: If the Roster is operated up to R.P.No.40 (i.e., before issue of the G.O.Ms.No.77, dt.02.08.2023), now R.P.No.41 is to be operated in terms of New Roster.
6	If to start Roster Point from 01 afresh, then the issue of carried forward of Roster Points of the earlier panel.	Not applicable.
7	If continued from the last operated roster, then the issue of maintaining adequate horizontal reservation in a 100 Point Roster as the current roster would be somewhere.	The Roster Point of the respective block is to be considered if there is inadequate representation.
8	Ensuring of Women 33 1/3% in SC, ST & PBD in a 100 Point cycle (or) three cycles (300 Points).	In promotion, quota for women of 33 1/3% shall be ensured and filled in each category of SC, ST & Persons with Benchmark Disabilities, in a 100 Point cycle, by following the procedure enunciated in the case of Direct Recruitment (sub rule (5) of Rule 22-A) and also keeping in view the clarification referred against Sl.No.2 above.
9	Order of priority of filling Women in all categories SC/ST/PBD if there is in-adequate representation of women in any cadre.	The quota for women of 33 1/3% in the categories of SC/ST shall be observed to the extent of posts already filled. If inadequate representation Women in the said categories is observed, in any cadre, the Roster Points (i.e., SC/ST) that are coming up for operation, in a Panel, are to be filled up with women (of the respective categories) until adequacy (33 1/3%) is achieved, in a 100 point cycle. Whereas, in respect of PBD, the procedure indicated against Sl.No.2 above shall be followed.
10	Consideration of eligible male employees to a particular post, in case of non-availability of eligible women employees in a span of 100 Point cycle (or) three cycles (300 Points) under any category SC/ST/PBD.	The procedure indicated against Sl.No.8 shall be followed.

11	If a person recruited under SC/ST and now eligible for PBD, then his candidature shall be considered against SC/ST (or) PBD (or) both which comes first. Guidelines regarding the same shall be issued.	Such person shall be considered either against SC/ST (or) PBD whichever point comes first.
12	Whether inter-changeability of categories prescribed for PBDs applicable before issue of G.O.Ms.No.77, dt.02.08.2023 can be continued now also while implementing Horizontal Reservation in promotions for PBDs in terms of the above said GO.	The inter-changeability of categories is applicable for appointments under Direct Recruitment only. In respect of promotions, the inter-changeability of categories among PBDs is not applicable.
13	Which category of PBD is to be considered, if the required representation of PBD is One in any cadre.	Qualified and eligible PBD of corresponding block, irrespective of gender, is to be considered.
14	About implementation of Horizontal Reservation to Women, in case of the required representation of SC/ST is only one.	It should be filled up with the senior most of the respective community, irrespective of gender.

**SYED RAFFE
DIRECTOR (HR&IR)**

To
The Chief General Manager (Adm.,IS&ERP)/APGENCO
All CEs||SEs Incharge of Generating Stations
The Joint Secretary (Per)/APGENCO

Copy to the:

Dy.EE(Tech) to Managing Director/APGENCO
AO to Director (Finance & Commercial)/APGENCO
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// FORWARDED :: BY ORDER //


PERSONNEL OFFICER