

**ANDHRA PRADESH POWER GENERATION CORPORATION
VIDYUT SOUDHA :: VIJAYAWADA**

Memo.No.JS(PER)/DS(ESTT.)AS(P-NT&R)/303/2023-2, Dt.:08-07-2025

Sub: Estt. – APGENCO- Implementation of Horizontal Reservation to women & Persons with Benchmark Disabilities in Promotions/Appointment by Transfer – Further instructions – Issued.

- Ref: 1. Memo.No.5027/DW.A2/203-1 Dt.26.08.2003 of Additional Secretary to Government women Development, Child Welfare & Disabled Welfare& (DW) department Govt. of A.P.
2. 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.
3. Memo.No.JS(Per)/DS(Estt.)/AS(P-NT&R)/Po-NT&R)/303/2023, dt.08-11-2023.
4. State Commissioner for persons with disabilities, RPwD Act, 2016 Letter No.D/10453857/2025, Dt.12.05.2025.
5. U.O.No.CGM(Adm,IS&ERP)/DS(Adm)/EE(A-II)/AEE-I/D.No. 183/25, Dt.30-06-2025.

The State Commissioner for persons with disabilities, RPwD Act,2016 vide his letter 4th cited has recommended that in case where posts are identified as suitable for only specific categories of benchmark disabilities, reservation promotion shall be provided to PwBDs belonging to that identified category only, as per para 3(f) of G.O. 2nd cited. However, reservation of 4% for PBDs shall not be reduced in such cases and total reservation in the cadre will be given to PwBDs for which it has been identified.

2. The Government in the G.O. 2nd cited have issued orders for implementation of Horizontal reservation to women and Persons with benchmark disability in recruitments and promotions. Para 3(f) of the said G.O. is extracted below:

“If in a Department/Organisation, a post is identified suitable only for one category of disability, reservation in promotion in that post shall be given to persons with that category of benchmark disability only. However, reservation of 4% for PBDs shall not be reduced in such cases and the total reservation in the cadre will be given to PBDs for which it has been identified”.

3. The APGENCO, in the year 2003, has sought exemption for recruitment of VH & HH personnel for filling up of the posts by Direct Recruitment. In reply, the Government of Andhra Pradesh vide reference 1st cited has communicated the exemption granted to APGENCO by the interdepartmental committee for inter change of the categories among the

P.T.O.

disabled persons. Accordingly, the APGENCO is recruiting only Orthopedic Handicapped persons by Direct Recruitment in the cadre of AE (now AEE), Sub- Engineer (now JE) & JAO.

4. After careful consideration of the recommendations of the State Commissioner for persons with disabilities, RPwD Act, 2016 read with para 3(f) of G.O. 2nd cited and in partial modification of the Memo 3rd cited, relating to the clarification issued on implementation of reservations to PwBDs, it is hereby ordered that the 4% reservation provided for Persons with Benchmark Disabilities in promotion/appointment by transfer in each block, shall be filled up with Locomotor disability including cerebral palsy, leprosy cure, dwarfism, acid attack victim and muscular dystrophy candidates by following Horizontal and Vertical reservation in the absence of candidates having disability of (a) Blindness and low vision, (b) Deaf and hard of hearing candidates. In case of employees acquired the disabilities mentioned in the reference 2nd cited at para (1) under Amendments, while in service, such cases shall be provided reservation in promotion/appointment by transfer to the next higher cadre against respective block as per rules subject to vacancies.

**N.V.V. GOPAL RAO,
JOINT SECRETARY (PER.)**

To

The Chief General Manager (Adm, IS&ERP)/APGENCO
All CEs | SEs In charge of Generating Stations

Copy to the:

Dy.EE(Tech) to Managing Director/APGENCO
AO to Director (Finance & Commercial)/APGENCO
PO to Director (HR&IR)/APGENCO
Dy.EE (Tech) to Director(Thermal) | Director(Hydel)/APGENCO
Dy.EE (Tech) to Director(Coal&Logistics)/APGENCO
PA to Joint Secretary (Per)/APGENCO

//FORWARDED :: BY ORDER//


ASSISTANT SECRETARY