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No 42011/3/2014-Estt.(Res)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training  
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North Block, New Delhi  
Dated the 6<sup>th</sup> June, 2014

OFFICE MEMORANDUM

Sub: Posting of Government employees who have differently abled dependents - reg.

There has been demand that a Government employee who is a care giver of the disabled child may not have to suffer due to displacement by means of routine transfer/rotational transfers. This demand has been made on the ground that a Government employee raises a kind of support system for his/her disabled child over a period of time in the locality where he/she resides which helps them in the rehabilitation.

2. The matter has been examined. Rehabilitation is a process aimed at enabling persons with disabilities to reach and maintain their optimal physical, sensory, intellectual, and psychiatric or a social functional level. The support system comprises of preferred linguistic zone, school/academic level, administration, neighbours, tutors/special educators, friends, medical care including hospitals, therapists and doctors, etc. Thus, rehabilitation is a continuous process and creation of such support system takes years together.

3. Considering that the Government employee who has disabled child serve as the main care giver of such child, any displacement of such Government employee will have a bearing on the systemic rehabilitation of the disabled child since the new environment/set up could prove to be a hindrance for the rehabilitation process of the child. Therefore, a Government servant who is also a care giver of disabled child may be exempted from the routine exercise of transfer/rotational transfer subject to the administrative constraints. The word 'disabled' includes (i) blindness or low vision (ii) hearing impairment (iii) locomotor disability or Cerebral Palsy (iv) leprosy cured (v) mental retardation (vi) mental illness and (vii) multiple disabilities.

4. Upbringing and rehabilitation of disabled child requires financial support. Making the Government employee to choose voluntary retirement on the pretext of routine transfer/rotation

transfer would have adverse impact on the rehabilitation process of the disabled child.

5. This issues with the approval of MoS(FF).
6. All the Ministries/Departments, etc. are requested to bring these instructions to the notice of all concerned under their control.

*Debabrata Das*

(Debabrata Das)

Under Secretary to the Govt. of India

Tel. No. 23093307

To

- (i) All Ministries/Departments of the Government of India.
- (ii) Department of Financial Services, Ministry of Finance, New Delhi, in respect of Public Sector Banks/Public Sector Insurance Companies.
- (iii) Department of Public Enterprises, CGO Complex, New Delhi, in respect of Central Public Sector Enterprises.
- (iv) Railway Board/Union Public Service Commission/Supreme Court of India/Election Commission/ Lok Sabha Secretariat/Rajya Sabha Secretariat/Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/Prime Minister's Office/Planning Commission/C&AG.
- (v) Staff Selection Commission, CGO Complex, Lodhi Road, New Delhi.
- (vi) Office of the Chief Commissioner for Disabilities, Sarojini House, New Delhi.

✓ Copy to: Tech. Director, NIC, DOPT for uploading on the website of this Department.