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No. 39016/5/81 - Estt. (C)
Government of India
Ministry of Home Affairs
Department of Personnel & A.R

New Delhi, dated, the 21.2.81

OFFICE MEMORANDUM

Subject : Rehabilitation of disabled Defence Services Personnel and members of families of Defence Services personnel killed or severely disabled concessions for appointment to Group 'C' and Group 'D' posts.

O.M. No. F.14/42/65
Estt. (D) dt. 29.3.66,
13/35/71 Estt. (C) dt.
24.12.71, 13/34/71
Estt(C) dt. 25.12.71,
13/7/72 Estt(C) dt.
9.3.72, 13/14/74
Estt(C) dt. 26.12.74,
39016/9/79 Estt(C)
dt. 26.6.79 read with
OM of even No. dt.
18.9.79, 39016/12/
79 Estt(C) dt.
24.11.79, 39016/12/
79 Estt(C) dt.
22.9.80.

The undersigned is directed to refer to the marginally noted Office Memoranda, in which the details of the priority/concessions/relaxations provided in favour of ex-servicemen disabled during war as well as up to two members each of the families of the defence services personnel killed or severely disabled in action for their absorption in civil posts have been spelt out.

2. The priorities for extension of welfare and resettlement benefits to ex-servicemen have been revised vide this Department's O.M. No.

14024/6/77-Estt. (D) dated 31st December, 1979. It has been provided in the said O.M. that for the purpose of appointment to Group 'C' and Group 'D' posts under the Central Government filled by direct recruitment, the ex-servicemen disabled whether during war or in peace time, but their disability being attributable to military service, shall be accorded PRIORITY-I alongwith the retrenched employees of Government who are already included in that priority. It has also been provided in the said O.M. that up to two members each if the families of defence services personnel killed in service or severely disabled (with over 50% disability and who have become unfit for employment with their disability attributable to military service) whether during war time or peace time would be granted priority immediately after the disabled ex-servicemen i.e. Priority -II A.

3. For the purpose of this concession, the members of the families of such deceased/severely disabled Defence Services personnel would include, besides his widow, his sons/daughters/near relations who agree to support his family.

4. The question of extending the relaxation in age limit,

medical standards and educational qualifications as at present granted to war-time disabled defence services personnel and to the peace time disabled defence services personnel has been considered by the government. It has been decided that these concessions should be made available to peace-time, disabled defence services personnel also.

5. The existing instruction relating to these concessions for absorption or disabled defence services personnel in Group 'C' and Group 'D' posts are consolidated with certain changes wherever necessary in the succeeding paragraphs :

- (i) **Medical standards** : The disabled Defence Services personnel will be examined by a Demobilisation Medical Board of the Defence Services and the certificate of fitness granted by that Board would be considered adequate for the purpose of employment of such personnel in Group 'A' to Group 'D' posts. The Ministry of Defence will in consultation with the Ministry or Home Affairs lay down satisfactory norms of medical standards for guidance of the Defence Services Medical Boards. However, if the physical capacity of a person either deteriorates or improves after demobilisation, the employing authority may require a fresh medical examination by the appropriate Civil Medical Board. In that case also the Medical Board will follow the norms laid if the disabled personnel are found fit for discharging the duties of the post, they will be considered as medically fit.

(ii) **Relaxation in age limit**

(a) **Posts filled on the results of competitive examinations :**

The disabled Defence Services personnel will, be eligible for appointment to Group 'C' posts, which are filled on results of competitive examinations conducted by the Staff Selection Commission and other bodies provided they are educationally qualified. For appearing at the examination, they would be allowed a relaxation of the age limit up to three years (eight years in the case of disabled Defence Services personnel belonging to SC/ST) in excess of the prescribed upper age limit, subject to the condition that they would not be allowed to avail of a larger number of chances in respect of recruitment to a service, or a group of services, than the maximum number of chances permissible to any general candidate under the age limit.

(b) **Posts filled through Employment Exchanges.**

For appointment to Group 'C' and 'D' posts, which are filled through the Employment Exchange, the disabled Defence Services personnel would be allowed relaxation of the age limit up to 45 years of age (50 years in the case of

disabled Defence Services personnel belonging to the SC/ST), or provided they satisfy the age limit prescribed for a particular post after deducting the period of their service in the Armed Forces from their actual age and adding three years thereto, whichever may be more advantageous to them.

(iii) The procedure for notifying vacancies in Group 'C' and group 'D' posts indicated in this Department's O.M. No. 13/3/71- Estt (C) dated the 1st February, 1972 for effective rehabilitation of war disabled ex-servicemen and eligible dependants of Defence Services Personnel killed or severely disabled in action in Group 'C' and Group 'D' posts would also be followed in the case of ex-servicemen disabled during peace-time and dependants of the Defence Services personnel killed or severely disabled in peace-time.

(iv) As regards educational qualifications the disabled Defence Services personnel who are considered for appointment to Group 'C' posts filled through the employment Exchanges, but who do not possess the required educational qualifications, would not be considered ineligible for appointment merely on that account. Their ability to discharge the duties expected of the incumbents of the particular Group 'C' posts should be assessed by the

appointing authority on the basis of suitable tests which should be designed for the purpose by the authority. As regards appointment to Group 'D' posts, the prescribed minimum educational qualification of Middle School standard or a lower standard will be relaxed in case of those disabled Defence Services personnel who have put in 3 years of service before being invalided from the Military service, or whose total service in the Defence Forces and a civil department is not less than 3 years.

- (v) When a disabled Defence Services person is available and is sponsored by the Ex-servicemen Cell of the D.G.E & T. or the Employment Exchanges, he shall not be refused employment, provided he fulfills the minimum requirements of the job. The posts reserved for ex-servicemen/ disabled ex-servicemen and those which are to be utilized for the recruitment of the priority categories should not be filled through any other source without first making a reference to Ex-servicemen Cell of the D.G. Resettlement, Ministry of Defence, and obtaining a non-availability certificate.
- (vi) **Evidence of Age Qualifications :** For purposes of claiming the age concessions referred to in (ii) (a) & (b) above a certificate from the Director General,

Resettlement, Ministry of Defence will be accepted as documentary evidence in support of the claim of disabled Defence Service personnel.