



Let us grow together

Ref/Reservation Cell

Date :28th May,2018

Equal Opportunity Policy for Person with Benchmark Disability (PWBD)

RCF Ltd. has never discriminated against Age, Gender, Disability of the employees. We have the policy of equal opportunity for **Person with Benchmark Disability**. We are from time to time implementing Govt. of Indian orders /OM's for well being of PWD employees/person. The details of the policy is as under:

A) Concession in the Recruitment :

- 1) **Person with Benchmark Disability (PWB'D)** candidate exempted from examination fees.
- 2) TA to & fro paid to them.
- 3) Age Concession :

Sr.No	Mode of Recruitment	Group	Age Concession	Percentage of Recruitment & Promotion
1	Direct Recruitment A) General Candidates B) OBC Candidates C) SC/ST Candidates	C & D	10 Years 13 Years 15 Years	4%
2	Otherwise than by open competition (Experience) A) General Candidates B) OBC Candidates C) SC/ST Candidates	A & B	5 Years 8 Years 10 Years	4%
3	Direct Recruitment A) General Candidates B) OBC Candidates C) SC/ST Candidates	A & B	10 Years 15 Years 13 Years	4%

- 4) **Person with Benchmark Disability (PWB'D)** we are maintaining **FOUR** point Roster for Recruitment.
- 5) Relaxed standards are being implemented for all the candidates with Benchmark Disabilities whether they belong to Unreserved/SC/ST/OBC.

- 6) We are **Recruiting** persons in Group A,B & D of **Person with Benchmark Disability (PWB'D)** on the post reserved from them with the reference catalog (Annexure, Notified Vacancies) of Chief Commission of PWB'D.
- 7) The Recruitment and Promotion Roster are maintained (100 Points).
- 8) Under the Reservation cell separate Liaison officer takes care of the implementation of the Rules and Regulations which was proscribed by Govt. Of India.
- 9) Nominate PWB'D employees for various awards which are given by the Ministry.
- 10) Grievance register is maintained for PWD Persons and also Liaison officer takes care of the issues.
- 11) Place of Posting of work as per their disability. (Posted them at suitable position for work).
- 12) As and when required we are counseling them for keep motivated.

B) Welfare of the Employees :

- 1) Additional special casual Leave for four Days in a calendar year for specific requirements relating to disabilities in addition to 12 casual leave extended to regular employees.
- 2) Provision has been made of 10 days special casual leave in a calendar year subject to exigencies of work for PWB'D for participation in conference/Workshop/Training related to disability and development as specified by Govt.


(P. D. Shinde)
DGM (HR) Corp.