



PBC No. 08 / 2026

**दक्षिण रेलवे Southern Railway**  
**प्रधान मुख्य कार्मिक अधिकारी कार्यालय**  
**Office of the Principal Chief Personnel Officer**  
**प्रधान कार्यालय, कार्मिक विभाग, चेन्नै-600003**  
**Headquarters, Personnel Department, Chennai-600003**

सं/No: P (R) 113 / P / PWD / Vol.II

दिनांक/Dated: 23.01.2026

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/ Dy.CPOs/ Sr.DPOs/ Secy to GM,Chairman/RRB/MAS,TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS, Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD, DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

**विषय/Sub :Clarification regarding eligibility of Persons with Benchmark Disabilities for reservation in recruitment.**

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A copy of Railway Board's letter No.2025-E(SCT)I/133/10 dated 16.01.2025 alongwith a copy Office Memorandum No. 18-25/2024-Policy dated 17.12.2025 issued by the Ministry of Social Justice & Empowerment (Department of Empowerment of Persons with Disabilities) on the above subject is enclosed for information, guidance and necessary action.

संलग्नक/Encl. 04 pages.

**सहायक कर्मचारी संबंधी अधिकारी/Asst.Personnel Officer / IR & Trg.**  
**कृते प्रमुकाधि/For Principal Chief Personnel Officer**

प्रतिलिपि/Copy to: The General Secretary/SRMU  
The General Secretary / DREU  
The General Secretary/AISCTREA  
The General Secretary/AIOBCREA  
The General Secretary/NFIR  
IT Section/PB/HQ - to upload in the SR website.

**GOVERNMENT OF INDIA (भारत सरकार)**  
**MINISTRY OF RAILWAYS (रेल मंत्रालय)**  
**RAILWAY BOARD (रेलवे बोर्ड)**

No. 2025-E(SCT)/I/133/10

New Delhi, dated: 16.01.2026

**The General Manager (P)**  
All Indian railways & Production Units

**The Director General/RDSO/Lucknow.**

**The CMD/M.D** of all the PSUs/Autonomous Bodies under the control of Ministry of Railways.

**Sub:-Clarification regarding eligibility of Persons with Benchmark Disabilities for reservation in recruitment.**

A copy of Ministry of Social Justice & Empowerment (Department of Empowerment of Persons with Disabilities)'s O.M. No. 18-25/2024-Policy dated 17.12.2025 which is self-explanatory on the above mentioned subject is forwarded herewith.

2. The same may please be brought to the notice of all concerned for information/necessary action and strict compliance.

DA:- As above.

  
(Goutom Mondal)  
Joint Director, Estt.(Res.)  
Railway Board  
Mail Id:goutom.mondal@gov.in  
Tele No. 011-23047206

S.No-45

~~DDF/Res. - I<sub>ms</sub>~~ 22/12/25  
~~so-iv/kshmta~~ 3 DDF/Res.

सं./No. P-13013/57/2023-Policy  
भारत सरकार / Government of India  
सामाजिक न्याय और अधिकारिता मंत्रालय  
Ministry of Social Justice & Empowerment  
दिव्यांगजन सशक्तिकरण विभाग  
Department of Empowerment of Persons with Disabilities (Divyangjan)

पाँचवा तल, पंडित दीनदयाल अंत्योदय भवन  
5th Floor, Pt. Deendayal Antyodaya Bhawan,  
सी जी ओ कॉम्प्लेक्स, लोधी रोड, नई दिल्ली -110003  
CGO Complex, Lodhi Road, New Delhi-110003

दिनांक / Dated: 20.01.2024 2025

कार्यालय ज्ञापन / OFFICE MEMORANDUM

**Subject:** Clarification with respect to reservation to PWBD in Direct Recruitment on the basis of Temporary Disability Certificate-reg;

The undersigned is directed to refer to DoPT's OM dated 20.12.2024 on the subject to furnish the comments of DEPwD regarding the grant of benefit of reservation/age relaxation in direct recruitment to PWBDs on the basis of temporary disability certificate:

(i) Under section 34 of the RPwD Act 2016, persons with benchmark disability i.e. 40% and above are eligible for the benefits of reservation in r/o four specific categories of disabilities. The Section does not make any reference to the nature of the disability certificate. As per the recently revised RPwD (Amendment) Rules, 2024 issued vide Notification dated 16.10.2024, the medical authority shall, after due examination-

- issue a permanent Disability certificate in cases where there are no chances of improvement over time in the degree of disability; or
- issue a certificate of disability Card indicating the period of validity, in cases where there is any chance of improvement over time in the degree of disability.

This implies that the cases of disabilities that are progressive/non-progressive/non-likely to improve, as were specified in the RPwD Rules, 2017, are now covered under the "permanent disability" category. Further, as per DoPT's guidelines, temporary certificates are not eligible for reservation benefits in promotion. Since reservation benefits are not being granted in the "promotion", the same ground should also apply for appointment through direct recruitment.

In view of this, henceforth, for any appointment the temporary certificates of disability i.e. certificates with specific validity period, where there is any chance of improvement over time in the degree of disability may not be accepted as eligible for getting reservation benefits for PwBDs, under Section 34 of RPwD Act 2016 in r/o Direct Recruitment as well as Promotions.

P.T.O .

(ii) As per Section 34(3) of the RPwD Act 2016, the appropriate Government may, by notification, provide for such relaxation of upper age limit for employment of persons with benchmark disability, as it thinks fit.

Subsequent to the issuance of RPwD (Amendment) Rules, 2024 dated 16.10.2024, the matter of age relaxation has been re-examined and it is opined that age relaxation, though is not linked with reservation, both of them (age relaxation and reservation) are relief offered to applicants in disadvantageous position. Therefore, both these benefits may be treated equally, i.e., these may be made available to the persons with permanent disability only.

2. This issues with the approval of the Competent Authority.

*By* 20.11.2025

(Debala Bhattacharjee)

अवर सचिव, भारत सरकार / Under Secretary to the Govt of India

दूरभाष/Tel: 2436-6027

D/o Personnel and Training  
[Shri Ajay Kumar Sinha, Under Secretary]  
North Block, New Delhi - 110 001