



न्यायालय मुख्य आयुक्त दिव्यांगजन

COURT OF THE CHIEF COMMISSIONER FOR PERSONS WITH DISABILITIES(DIVYANGJAN)
 दिव्यांगजन सशक्तिकरण विभाग/Department of Empowerment of Persons with Disabilities (Divyangjan)
 सामाजिक न्याय और अधिकारिता मंत्रालय/Ministry of Social Justice & Empowerment
 भारत सरकार/Government of India
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Case No. 14486/1022/2023

In the matter of-

Shri Addatarao Raja Abhikanth **...Complainant**
Versus

The General Manager
 HCM Department
 Central Bank of India
 Central Office, Mumbai **...Respondent**

1. Gist of the complaint:

1.1 Shri Addatarao Raja Abhikanth, a person with 69% locomotor disability and recently promoted to Scale-II, filed a complaint on 14.09.2023 seeking transfer to his native place to care for his dependent, hearing-impaired wife. Despite being eligible for a preferential posting under government and bank policies due to his benchmark disability, he was posted as Branch Head at Kateru Branch, 200 km from his hometown, while non-disabled officers were accommodated closer to home. Since joining the branch on 24/04/2023, he has faced severe health issues, including cystitis, GERD, an enlarged spleen, and advanced fatty liver, causing significant distress. Despite repeated requests for transfer to Visakhapatnam—where vacancies exist and others have been posted

—his pleas have gone unaddressed. He now seeks reconsideration of his transfer on humanitarian, medical, and legal grounds, citing the Rights of Persons with Disabilities Act, 2016, and relevant Central Bank of India policies.

2. Notice issued to the Respondent:

2.1 The matter was taken up with the General Manager of the Central Bank of India through a notice dated 19.09.2023, referencing provisions including, but not limited to, Section 20(5) of the Act, the Department of Financial Services (Ministry of Finance) letter No. 3/13/2014-Welfare dated 18.11.2014, and DoPT Office Memorandum No. 42011/3/2014-Estt. (Res) dated 08.10.2018.

3. Reply of the Respondent:

3.1 In its reply dated 03.10.2023, the Bank stated that Shri Addatarao Raja Abhikanth joined as Assistant Manager in August 2018, was promoted to Scale-II Officer in April 2023, and subsequently posted as Branch Manager at Kateru Branch under the Visakhapatnam Regional Office. The Bank emphasised that, in compliance with RBI guidelines requiring rural postings upon promotion, Shri Abhikanth was nevertheless retained within the region and provided with a convenient urban posting considering his disability. The Bank further asserted that all due care was exercised in issuing his transfer and promotion orders, noting that he availed benefits such as rent-free accommodation and joining leave. Maintaining that Kateru offers adequate infrastructure and connectivity, the Bank considered his relocation concerns unfounded, highlighted its Equal Opportunity Policy, appointed a Chief Liaison Officer for disability matters, and affirmed that a fair and reasonable posting was provided.

4. Submissions made in the rejoinder:

4.1 In his rejoinder dated 09.10.2023, the Complainant challenged the Bank's claim that he was given a convenient posting, arguing that his transfer to a branch 200 km from his hometown was unjust, especially since he is entitled to preferential posting under applicable policies for persons with disabilities. He clarified that he was never posted to the Visakhapatnam Regional Office as claimed and pointed out that, at the time of his promotion, seven suitable vacancies near his hometown were allotted to non-disabled officers in contravention of relevant rules. The Complainant explained that he accepted the distant posting only due to the Bank's lack of response and availed rent-free accommodation out of necessity, not convenience. He further emphasised the additional hardship caused by his wife's disability and reiterated that his request for a posting in Visakhapatnam is a legitimate, policy-backed entitlement, asserting that the management's claims are factually incorrect.

5 . Communication of Legal Framework on the Subject:

5.1 This Court sent a letter on 29-01-2024 to the Respondent communicating the legal framework on the issue of posting/transfer/retention of employees with disabilities and caregivers to dependent persons with disabilities.

6. ATR submitted by the Respondent:

6.1 The Senior Manager Law, HCM Legal filed their response to the legal framework dated 21.02.2024 and affirmed their commitment to the Rights of Persons with

Disabilities Act, 2016, by saying that they have taken measures to address grievances, comply with directives, and prevent misuse of caregiver provisions.

7. Communication from the Complainant in Response to Scheduling of Hearing:

7.1 Since no updates were received from any party despite a lapse of considerable time, a Notice of Hearing dated 21.05.2025 was issued to schedule the hearing on 29.05.2025. The Complainant vide his email dated 28.05.2025, informed that he had been transferred to his native place and as such his grievance has been redressed to his satisfaction.

8. Observation and Recommendations:

8.1 Upon reviewing the facts of the case and the available records, it is clear that the Complainant's grievance has already been addressed. As such, no further intervention is necessary.

8.2 Consequently, the case is disposed of with the approval of the Chief Commissioner for Persons with Disabilities.

(Praveen Prakash Ambashta)

Dy. Chief Commissioner