



सत्यमेव जयते

न्यायालय मुख्य आयुक्त

COURT OF 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 and Empowerment

भारत सरकार/ Government of India

Case No. CCPD/15305/1021/24

Dated: 22/01/2026

**In the matter of –**

Mr Ramireddy Annapureddy  
Complainant

...

**Versus**

- (1) The Chairman & Managing Director,  
Life Insurance Corporation of India ... Respondent (1)
- (2) The Secretary,  
Department of Financial Services  
Ministry of Finance ... Respondent (2)

The case was heard via Video Conferencing by the Chief Commissioner for Persons with Disabilities on 16/04/2025. The following persons were present during the hearing:

**Persons present from complainant's side:**

1. Mr Ramireddy Annapureddy

**Persons present from the respondent's side:**

1. Mr V.L. Narasimham, Secretary (P&IR),
2. Mr M. Venkataramana, Addl. Secretary (P&IR)

**RECORD OF PROCEEDINGS**

5वीं मंजिल, एनआईएसडी भवन, प्लॉट न०. जी-2, सेक्टर-10, द्वारका, नई दिल्ली-110075; दूरभाष: 011-20892364, 20892275  
5th Floor, NISD Building, Plot No.G-2, Sector-10, Dwaraka, New Delhi-110075;Tele# 011-20892364,  
20892275

E-mail: ccpd@nic.in; Website: www.ccdisabilities.nic.in

(पया भविष्य मे पत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखे)

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2.1 During the hearing, the Complainant reiterated his complaint that he is eligible for notional promotion to the grade of A.A.O from H.G.A before 30.06.2016. He stated to have applied for the said notion promotion on 16.01.2024, but he did not receive any reply from the Respondent, hence he approached before this Court basing on the DOPT OM No: 36012/1/2020-Estt (Res-II) dated 28.12.2023 for implementation of reservation in promotion for Persons with Benchmark Disabilities up to the lowest rung of Group 'A' on a notional basis w.e.f 30.06.2016, with actual financial benefits effective from the date they assumed charge of the promoted post upto his joining as A.A.O. and assuming the charge on 11.02.2022.

2.2 The representative of the Respondent No. 1 submitted that they are going to implement the DoPT OM dated 28.12.2023 in letter and spirit. The pool of persons with disabilities has been identified in all eight zones, and their number is more than 450. The vacancies identified against those numbers have also been identified and are available to be notionally promoted from 30.06.2016 onwards. However, inspections and data checks are now being conducted at the central office level. In response to a question, the officer assured that they had completed all the outstanding exercises by September this year.

2.3 The representative from the Department of Financial Services submitted that the exercise in compliance with the DOPT instructions to review the whole process from 2016 onwards was circulated by DFS to all the organisations that come under its administrative control. In the instant case, LIC also has to identify the

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employees with disabilities who were in service on 30.06.2016 onwards, and some of them might no longer be in service over the next 9 years. This is a larger issue and not an issue of a particular individual

2.4 After hearing the parties, the Court observed that Para 5 (v) of the DOPT OM 36012/1/2020-Estt (Res-II) dated 28.12.2023 required the ministries and departments of the Union to undertake the exercise regarding ascertaining the requirement of creation of supernumerary posts for the purpose of granting the notional benefit of reservation in promotion to PwBD employees during the period from 30.06.2016 to 16.05.2022 and submit the proposal to the DoPT in a prescribed proforma. Vide another OM of even No. dated 09.10.2024, the DoPT fixed the last date to submit this proposal by 31.12.2024. These instructions have been circulated by the Respondent No. 2 for their implementation **mutatis mutandis** by the nationalised banks and insurance companies. As such, there is no denial by anyone that the implementation of the reservation in promotion in the LIC is already delayed inordinately.

2.5 In view of the above, Respondent No. 2 was advised to issue instructions to all organisations under their control, including LIC, to expedite the implementation of the said DoPT OM within a definite timeline to complete this exercise of promotion. A copy of the instructions issued by the DFS should also be submitted to this Court within fifteen (15) days from the date of issue of this Record of Proceedings. The LIC will also submit its response to this Court within the same time, furnishing an undertaking to complete the formalities and implement the DoPT instructions within the timeline prescribed by the Respondent No. 2.

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3. This is issued with the approval of the Commissioner for Persons with Disabilities.

Yours faithfully,

(Praveen Prakash Ambashta)  
Dy. Chief Commissioner

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