



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: 13627/1022/2022

Complainant(s):

Shri Prabhjot Vishavvas Bansal

Respondent(s):

The Chairman and Managing Director,
Hindustan Petroleum Corp. Ltd.

1. Gist of Complaint:

1.1 Shri Prabhjot Vishavvas Bansal, working in Hindustan Petroleum Corporation Ltd. and a person having 80% disability filed a complaint on 15.11.2022 seeking transfer to his native place. He is a survivor of the Dabwali (Haryana) Fire Tragedy of December 1995 in which he suffered severe burns leading to after-burn amputation of his left hand, disfigurement of the left ear, scalp burns with baldness and resultant locomotor and hearing impairment. These conditions have caused long-term physical limitations and health complications.

1.2 The Complainant stated that he is a B.Tech (Civil Engineering) graduate from IIT Roorkee and was recruited by HPCL in June 2016 under the PwD category. He was initially posted in office-based roles suitable to his disability at Rewari. However, following organizational changes, he was assigned to shift operations and later posted to pipeline locations at Rewari and Bathinda involving round-the-clock field duties, emergency response, fire and safety responsibilities and physically

strenuous tasks. He contended that such duties are incompatible with his physical condition and pose serious risks to his own safety and that of others. Despite repeated representations to the higher authorities including the Director (HR), no relief was granted. He further alleged that HPCL has failed to provide reasonable accommodation and reservation in promotion as mandated, necessitating the present complaint.

2. Notice Issued:

2.1. The matter was taken up with the Chairman and Managing Director, Hindustan Petroleum Corp Ltd. vide letter dated 16.01.2023 under Section 75 of the RPwD Act, 2016 followed up by reminder letter dated 22.02.2023.

3. Submissions made by the Respondents:

3.1 The Chief General Manager submitted on 24.02.2023 that the Complainant joined HPCL in June 2016 and was initially posted as an Operations Officer at the Rewari-Kanpur Pipeline, Rewari. On his own request for posting nearer to his hometown, he was transferred in June 2020 to the Ramanmandi Bathinda Pipeline location which is approximately 30 km from his native place, Dabwali and has since been working there as Senior Operations Officer.

3.2 It was further stated that at the Bathinda pipeline location, the Complainant's primary responsibilities pertain to control room operations including monitoring automated systems, PLC operations and supervising activities which do not involve physical labour. His role in fire drills and emergency situations is supervisory in nature. They also contended that the Complainant had not raised any concerns regarding difficulties or constraints in performing his duties at either his previous or current posting. Nevertheless, after reviewing his representation, they informed that his request for a desk job has been considered by the competent authority and that he is being suitably reassigned.

4. Submissions made in the Rejoinder:

4.1 The leave to file a rejoinder was granted on 21.03.2024; however, no rejoinder was filed by the Complainant.

5. Letter containing the legal framework Issued:

5.1 The letter containing the legal framework related to posting/transfer/retention of employees with disabilities and caregivers to dependent persons with disabilities was issued on 01-02-2024.

6. Status Update on Grievance Redressal:

6.1 The Respondents in their submission dated 08.03.2024, stated that the Complainant was reassigned to a desk job at the Mumbai office with effect from 28.04.2023. Since, no such confirmation or withdrawal of the complaint request was received from the Complainant, therefore, a hearing notice was issued to the parties on 04.01.2026. In response to this, the complainant sent an e-mail on 05.01.2026 thereby confirming his transfer to an administrative post in Mumbai.

8. Observation and Recommendations:

8.1 Upon reviewing the facts of the case and the available records, especially the complainants e-mail dated 05.01.2026, it is clear that the Complainant's grievance has already been addressed.

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

(Praveen Prakash Ambashta)
Dy. Chief Commissioner for Persons with Disabilities