



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
 5वाँ तल, एन.आई.एस.डी. भवन, जी-2, सेक्टर-10, द्वारका, नई दिल्ली-110075; दूरभाष : (011) 20892364
 5th Floor, N.I.S.D. Bhawan, G-2, Sector-10, Dwarka, New Delhi-110075; Tel.: (011) 20892364
 Email: ccpd@nic.in; Website: www.ccdisabilities.nic.in

Case No: CCPD-AD-0130/2026

In the Matter of

Complainant

Shri Suresh Walambrao Jadhav

Versus

Respondent

The Chairman, State Bank of India

1. Hearing

1.1. A preliminary hearing was conducted on 15.07.2026 in hybrid mode, wherein the following parties/representatives were present:

Sl. No.	Name of the Parties / Representatives	On Behalf of
1.	Shri Suresh Walambrao Jadhav	Complainant
2.	Shri Manoj, Circle Development Officer, Maharashtra Circle	Respondent

2. Record of Proceedings

2.1 The Complainant, Shri Suresh, an Assistant Manager in the State Bank of India and a person with a 70% benchmark disability due to mental illness, submitted a grievance regarding the denial of his promotion to Deputy Manager (Scale-II) for the promotion year 2025–2026. The Complainant stated that despite securing a double-A ("AA") grade in the Career Development System (CDS) and

being provisionally eligible, his name was excluded from the final promotion list. He alleged a lack of transparency in the promotion process and sought intervention to secure his promotion under the provisions of the Rights of Persons with Disabilities (RPwD) Act, 2016. During the hearing, the Complainant further raised a grievance that he was denied compensatory examination time (one hour and twenty minutes) during the promotion exam held in January 2025, despite possessing a valid medical certificate issued by a competent medical authority on 28.06.2024 detailing his functional limitations.

2.2 During the proceedings, the Respondent submitted that the Complainant failed to secure promotion due to a lower score in the written examination. While the final merit cutoff was 70.26, the Complainant scored a total of 64.93 (comprising 39.33 in the CDS component and 25.60 in the written test). The Respondent further argued that under the Department of Financial Services (DFS) memorandum dated 06.12.2017 (No. 19/4/2017-Welfare), Junior Management Grade Scale-I (JMGS-I) in Public Sector Banks is treated as equivalent to Group 'A' posts in the Government of India.

2.3 Furthermore, the Respondent contended that as per prevailing government directives, statutory reservation in promotion is not applicable within Group 'A' officer cadres, and no unreserved candidate with an equal or lower score than the Complainant was promoted.

2.4 Consequently, regarding the denial of compensatory time, the Respondent's representative stated he lacked immediate information from the material time as to whether the demand was formally placed or why it was bypassed. He requested additional time to verify the examination records and submit a formal response.

2 . 5 The Court observed that while the legal position regarding the non-application of reservation in promotions within the Group 'A' equivalent cadre is acknowledged, the provision of reasonable accommodation during structural evaluations remains an absolute statutory right under the RPwD Act, 2016. If an employee with a benchmark disability submits a valid medical recommendation and is denied compensatory time, such an omission amounts to institutional discrimination and a violation of the Act, adversely compromising the candidate's performance parity.

2.6 Furthermore, the Court advises the Respondent to review its promotional assessment guidelines and ensure that institutional mechanisms are fully adaptive

to the needs of employees with benchmark disabilities, strictly adhering to statutory mandates regarding reasonable accommodation during internal examinations.

2.7 The Respondent is advised to submit a comprehensive, Action Taken Report (ATR) within 14 days from the date of receipt of this Order to explicitly clarify why the Complainant was denied compensatory time during the January 2025 promotion exam despite holding a valid medical certificate, and whether the bank's internal Grievance Redressal Officer (GRO) or Equal Opportunity structures reviewed this issue.

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

(Vikas Trivedi)
Dy. Chief Commissioner