

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-0052/2026

In the matter of—

Mr. Hitesh Kumar Sahu
(Complainant)

Versus

The Chairman-cum-Managing Director
Coal India Limited, Kolkata
(Respondent)

Hearing: A preliminary hearing was conducted on 19.06.2026. The following parties/representatives were present during the hearing:

Sl.No.	Name of the parties/Representatives	For Complainant/ Respondent	Mode of Attendance
1.	Mr. Hitesh Kumar Sahu, Deputy Manager, Coal India Limited	Complainant	Online
2.	Mr. Rajesh V Nair, General Manager, HR, Coal India Limited	For Respondent	Online

Recording of Proceedings

1. Background of the Case

1.1 The present complaint has been filed by Shri Hitesh Kumar Sahu, a person with 40% Locomotor Disability and working as Deputy Manager (Finance) at Baharatpur, Chhattisgarh, Coal India Limited,

alleging non-grant of promotion from E-4 to E-5 grade despite his claimed eligibility and seeking consideration of his case in accordance with the applicable promotion policy and reservation provisions for Persons with Disabilities.

2. Hearing

2.1 During the course of hearing, the complainant submitted that he joined the services of Coal India Limited in November, 2015 in E-2 grade and, after completion of the prescribed probation period, was promoted to E-3 grade in November, 2016. He was thereafter promoted from E-3 to E-4 grade in September, 2021. The complainant stated that he has completed approximately 11 years of total service and, as per the applicable rules/promotion policy, became due for consideration for promotion from E-4 to E-5 in September, 2024. He specifically raised the issue of reservation in promotion for Persons with Disabilities and submitted that his case is required to be considered in accordance with the applicable reservation provisions.

2.2 The Court enquired from the respondent regarding the likely timeline for consideration of the complainant's promotion. The respondent submitted that, subject to the availability of vacancies and the applicable seniority criteria, the complainant may possibly be considered for promotion to E-5 in September, 2026.

3. Observation

3.1 The Court has considered the submissions made by both the parties. The complainant has specifically claimed eligibility for promotion to E-5 with effect from September, 2024, based upon his service particulars and the applicable promotion policy. He has also raised a specific issue regarding the applicability of reservation in promotion for Persons with Disabilities. The respondent has stated that promotion is subject to the availability of vacancies and the applicable seniority criteria, and has indicated that the complainant may be considered for promotion in September, 2026.

3.2 In view of the above, the Court considers it necessary to examine the relevant records to ascertain the complainant's eligibility and seniority position, the availability of E-5 vacancies during the relevant period, the promotions made from E-4 to E-5, and whether the applicable promotion policy and reservation provisions for Persons with Disabilities have been duly followed. It is also necessary to ascertain whether any employee junior to or similarly placed with the complainant has been promoted to E-5 during the relevant period.

4. Directions

4.1 Accordingly, the respondent is directed to furnish, **within 15 days** from the date of issue of this Order, a detailed factual report along with supporting records, specifically indicating:

- (i) The complainant's date of initial appointment, grade at the time of appointment, date of completion of probation and subsequent promotion particulars from E-2 to E-3 and E-3 to E-4.
- (ii) The complainant's present seniority position in E-4 grade and the date from which he became eligible for consideration for promotion to level E-5;
- (iii) The sanctioned strength, working strength and vacancies in E-5 during the relevant period, particularly from September, 2024 onwards;
- (iv) The details of all employees promoted from E-4 to E-5 during the relevant period, along with their respective seniority positions and dates of promotion;
- (v) A specific clarification as to whether any employee junior to the complainant has been promoted to E-5 and, if so, the reasons for non-promotion/non-consideration of the complainant;
- (vi) The applicable promotion policy/rules governing promotion from E-4 to E-5 and the criteria followed for making such promotions; and
- (vii) The manner in which the applicable reservation provisions for Persons with Disabilities in promotion have been considered and implemented in the relevant promotion process.

4.2 A copy of the factual reports along with all supporting documents shall simultaneously be furnished to the complainant. The complainant may, if he so wishes, may submit a rejoinder **within 7 days** of receipt of the respondent's report.

4.3 The matter is accordingly adjourned.

Vikas Trivedi

Commissioner)

(Deputy Chief