



पावर ग्रिड कॉर्पोरेशन ऑफ इंडिया लिमिटेड
Power Grid Corporation of India Limited
सूचना का अधिकार अभिनियम 2005 के अंतर्गत केन्द्रीय लोक सूचना अधिकारी
Central Public Information Officer under the RTI Act, 2005
केन्द्रीय कार्यालय, 'सौदामिनी', प्लॉट नं.2, सेक्टर-29, गुडगांव, हरियाणा-122001
Corporate Centre, 'Saudamini', Plot No. 2, Sector-29, Gurgaon, Haryana-122001



CIN: L40101DL1989GOI038121

Dated: 5 January, 2023

PGCIL/R/T/22/00089; 00090; 00093 & 00095

Shri S. Harun Rasheed,
MS-4860-2018, No. 887A, 26th St. B.V. Colony, Vyasarpadi, Chennai-600039

Sub: Information under Right to Information Act, 2005.

Sir/Madam,

This has reference to your RTI requests vide Regn. Nos. PGCIL/R/T/22/00089; 00090; 00093 & 00095 received on 6 December, 2022 and 12 December, 2022 respectively for providing information under RTI Act, 2005.

The desired information is attached at Annexure-I.

First Appeal, if any, against the reply of CPIO may be made to the first appellate Authority within 30 days of the receipt of the reply of CPIO. Details of Appellate Authority at Corporate Centre, Gurgaon, under RTI Act, 2005 is as below:

Shri B Anantha Sarma
Executive Director (CS) and Appellate Authority
Corporate Centre, Power Grid Corporation of India Limited
Saudamini, Plot No. 2, Sector-29, Gurgaon – 122001, Haryana.
E-mail ID: appellate.cc@powergrid.co.in
Phone No.: 0124-2571994

Thanking you,

f Adarsh भवदीय,
09/01/2023

(ए. जगन्नाथ राव)
वरिष्ठ महाप्रबंधक (कें.आयोजना) एवं
केन्द्रीय लोक सूचना अधिकारी
Email ID: cpio.cc@powergrid.co.in

Sub: Reply to RTI Request of Shri S. Harun Rasheed, Vyasarpadi, Chennai, Tamil Nadu

RTI Regn.Nos. (RTI Regn. Nos. PGCIL/R/T/22/00089; 00090; 00093 & 00095)

Sl. No.	Information sought:	Reply:
1.	Is all the Office Buildings including branch offices of all CPSUs under MoP adheres to the accessibility standards prescribed by Government of India? Particularly, class D under para 2 of DoP&T's O.M. No. 36053/3/2013-Estt. (Res) dated 31.03.2014 regarding 'Accessibility and barrier free environment at work place'.	Yes, POWERGRID complies with all the Govt. Guidelines issued by DoPT/ DPE or any statutory bodies in all establishments/ offices in the corporations w.r.t. accessibility standards prescribed by aforesaid authorities in order to make barrier free built up environment for Persons with Disabilities.
2.	Class F para 2 of DoP&T's O.M. No. 36053/3/2013-Estt. (Res) dated 31.03.2014 is regarding constitution of a Grievance Redressal Mechanism (GRM).	Yes, POWERGRID has appointed Liaison Officers for matters relating to Person with Disabilities. Further, a Grievance Redressal Officer has also been nominated who is responsible for discharging grievance redressal mechanism.
3.	Is all CPSUs under MoP are complying with above class F para 2 of DoP&T's O.M. No. 36053/3/2013-Estt.(Res) dated 31.03.2014?	As per reply of Query No. 2 above.
4.	If so, kindly provide the details of GRM committee members including PWD member along the date of committee constituted and tenure.	The details of GRM committee members are as given below: i) Smt. Neela Das, Senior General Manager, Liaison Officer for SC/ST/PWD ii) Sh. V.P. Singh, Senior DGM (HR) & Nodal Officer-Reservation Cell iii) Sh. Jaganath Mukherjee, Junior Officer (HR) The copy of Order is enclosed herewith at Annexure-II for other details.
5.	If GRM committee is formed? Number of meetings held since formation?	The meetings are held based on receipt of complaints and no fixed period has been adopted as same has been envisaged as restrictive in nature for conducting the meeting.
6.	Number of sanctioned posting grade wise for Persons with Disabilities in accordance with Rights of Persons with Disabilities Act-2016 in all CPSUs under Ministry of Power (MoP).	The information is not maintained in the required form. However, in POWERGRID, as & when vacancy arises, vacancy for PwD reservation is calculated as per Govt. of India guidelines.
7.	Number of actual strength of Persons with Disabilities as on date in grade wise in all CPSUs under Ministry of Power (MoP).	As on 31.12.2022, the group wise strength of PwD employees in POWERGRID is as given below: Gr-A =113, Gr-B =41, Gr-C = 66, Gr-D =2



8.	Grade wise Vacancy position as on date for PWDs in all CPSUs under Ministry of Power (MoP).	Group-wise vacancy position as on date in POWERGRID, Corporate Centre is given below: Group "A" – 03, Group "B" – 00, Group "C" – 00, Group "D" – 00
9.	Is all CPSUs are complying the provisions of O.M. notified by DPE vide O.M. No. DPE-GM-0043/2014-GM(FTS-1899) dt.27.06.2022 read with DoPTO.M.No.36012/1/2020-Estt.(Res.-II) dt.17.05.2022 regarding Reservation in Promotion? If so, please provide the number of employees promoted as per the OM cited above during the reservation cycle of 2022.	POWERGRID is complying with the provisions of Reservation in Promotion notified by DoPT vide OM No.DPE-GM-0043/2014GM(FTS-1899) dt. 27.06.2022. Four (04) employees have been promoted as per above OM from Group B to A, against Reservation.
10.	Copy of Equal Opportunity Policy (EOP) approved by the competent authority of all CPSUs under MoP in accordance with Rights of Persons with Disabilities Act-2016.	Copy of Equal Opportunity Policy of POWERGRID is enclosed herewith at ANNEXURE-III .
11.	Please provide the web portal link address of the Equal Opportunity Policy, if the above policy is published in the website of CPSU in accordance with Rights of Persons with Disabilities Act-2016.	Equal Opportunity Policy is placed under 'Policies Section' (under three - tab) of new POWERGRID's website at the following link: https://www.powergrid.in/sites/default/files/inline-files/16_Equal_Opportunity_Policy_1.pdf
12.	Do benefits notified under equal opportunity Policy are actually implemented in all CPSUs? If so, please indicate the details of benefits extended to its PWD employees as per Equal Opportunity Policy.	Yes, benefits indicated in Equal Opportunity Policy are implemented in POWERGRID and benefits have also been extended to PWD candidates/employees i.e. reservation of posts in direct recruitment and promotion, identification of the list of posts, relaxation in qualifying marks, facilities of scribe/reader/lab assistant, compensatory time of 20 minutes per hour in examination, upper age relaxation, fees/travelling allowance reimbursement to PWD candidates, facilities of aids, assistive devices, special furniture, wheel chairs, built up environment under accessible India campaign, support for sporting events, 04 days special casual leave, also additional 10 days maximum special casual leave is also granted for participating in conferences/ seminars, trainings related to workshops related to disability and development program, preference in transfers and postings to PWDs employees. Further, employees having differently abled children are also consider for preferential transfer in order to facilitate as care giver for the disabled children so as not disturb their social support system, preference in residential quarters, nomination of Nodal Officer, Liaison Officer, Grievance Redressal Officer, etc. Details of benefits are indicated in the Policy enclosed herewith at ANNEXURE-III .

ABRC

13. Details of pending applications from persons with disabilities from all CPSUs under MoP as per following format:

Name of the CPSU	No. of pending Application with regards to discrimination against PWD	No. of pending Applications with regard to promotion related	No. of pending applications with regard to Transfer request to preferred place of posting	No. of pending Applications with regard to other reasons

The pending application details from persons with disabilities in POWERGRID as follows:

Name of the CPSU	No. of pending Application with regards to discrimination against PWD	No. of pending Applications with regard to promotion related	No. of pending applications with regard to Transfer request to preferred place of posting	No. of pending Applications with regard to other reasons
Power Grid Corporation of India Ltd.	Nil	Nil	Nil	01*

* The case is under process and the complainant has been given patient hearing and the issue shall be resolved with minimum time.

14. Number of Pending cases in each CPSU with the Court of Chief Commissioner for Persons with Disabilities (PWD) as on date.

Nil

(Note: Please note that in your RTI Request, the Serial No. of the Questions were erroneously typed, which are corrected here.)

27/03/2011

AP

**POWER GRID CORPORATION OF INDIA LIMITED
CORPORATE HR DEPARTMENT**

Ref No: C/HR/RC/PWD/GRM Committee

Date: 02.08.2022

OFFICE ORDER

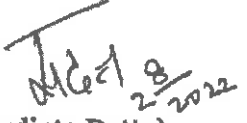
In pursuance of DoP&T Office Memorandum No. 36035/3/2013-Estt.(Res) dated 31.03.2014 a committee of Grievance Redressal Mechanism for Persons with Disabilities (PwD) is hereby constituted to address the grievances of PWD employees. The following personnel will be the members of the committee and will discharge the functions in line with aforesaid DoP&T OM.

Smt. Neela Das, Senior GM (BDD & JV) & Liaison Officer for ST/ST, OBC

Sh. Vijay P. Singh, Sr. DGM (HR) & Nodal Officer -Reservation Cell

Sh. Jagannath Mukherjee, Junior Officer (HR)-PWD Representative

This issues with the approval of Competent Authority.


(Sudipta Dutta)
Chief GM (HR)

Distribution:

1. Committee Members
2. All EDs/GM I/C of Regions
3. All HoPs of Region
4. Chief GM (HRD)-CC
5. Sr. DGM (HR-Policy)-CC
6. Sr. DGM (HR-Appraisal)
7. POWERGRID Intranet Portal
8. POWERGRID Reservation Cell



EQUAL OPPORTUNITY POLICY

1.0 Objective

POWERGRID is committed to promoting diversity and inclusion among the workforce and aims to create a harmonious workplace for employees regardless of their gender, nativity, community, religious beliefs or physical & mental ability, such that all employees can achieve their full potential. We believe in providing equal opportunity to persons from all sections of the society including Persons with Disabilities as detailed in this policy.

2.0 Definitions:

- a) **Discrimination** in relation to disability, means any distinction, exclusion, restriction on the basis of disability which is the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field and includes all forms of discrimination and denial of reasonable accommodation;
- b) **Employee** shall mean as defined under the POWERGRID Service Rules
- c) **The Act** shall mean the Rights of Persons with Disability Act, 2016. **The Rules** shall mean Rights of Persons with Disabilities Rules 2017.
- d) **Specified Disability** means disabilities mentioned in the Schedule of the RPWD Act 2016. List of such disabilities is enclosed at **Annexure I**.
- e) **Persons with Disability (PWD)** means a person with long term physical, mental, intellectual, or sensory impairment which, in interaction with barriers, hinders his full and effective participation in society equally with others.
- f) **Person with Benchmark Disability (PWBD)** means a person with not less than forty per cent of a specified disability where specified disability has not been defined in measurable terms and includes a person with disability where specified disability has been defined in measurable terms, as certified by the certifying authority
- g) **Reasonable accommodation** means necessary and appropriate modification and adjustments, without imposing a disproportionate or undue burden in a particular case, to ensure to persons with disabilities the enjoyment or exercise of rights equally with others

3.0 Policy Statement

POWERGRID is committed towards eliminating all forms of discrimination and harassment, whether direct or indirect, of persons with disabilities.

Further, in line with the provisions in the Act and the Rules, we have implemented the following policy provisions in order to provide affirmative action and promote inclusive growth of Persons with Disabilities in POWERGRID.

3.1 Identification of Posts and Reservation in Appointment

- (a) POWERGRID shall not discriminate against any person with disability in any matter relating to employment.
- (b) POWERGRID shall identify posts which can be held by respective category of persons with disabilities. The identification of suitable posts and reservation for Persons with Benchmark Disabilities shall be carried out as per the Government of India directives issued from time to time.
- (c) Vacancies earmarked for PWBD mentioning the category of disability will be clearly indicated in Recruitment advertisement. Relaxations in age, other qualifying criteria and selection criteria shall be provided in line with Govt. guidelines issued from time to time.

3.2 Manner of Selection

- (a) POWERGRID shall adopt a transparent selection process based on merit and without any bias to the disabilities of the prospective candidates as per the provisions of POWERGRID Recruitment Policy and Procedures.

Candidates with necessary disability certificate issued by the competent authority in accordance with the Rules under the Act shall be considered for appointment in the Company.
- (b) PWBD candidates who are shortlisted and appear for written tests held as a part of selection process for any post in POWERGRID shall be paid to-and-fro journey fare as per provisions under POWERGRID's TA Rules.
- (c) To the extent possible, PwBD candidates shall be provided a barrier free access to the written test center/ interview center.
- (d) PWBD candidates who have limitations in writing including that of speed, and are desirous of using the facility of a scribe, shall be allowed the facility in accordance to the guidelines issued by Ministry of Social Justice and Empowerment.

3.3 Post-Recruitment and Pre-Promotion Training

- (a) POWERGRID shall impart post-recruitment induction training program and pre-promotion job specific inclusive training programs to employees with disabilities along with other employees.
- (b) Employees with disability shall be placed with experienced employees for at least one month on resuming responsibility of a post so as to help them to pick up skills required to perform the job and also the adaptations that may be required in individual cases.

3.4 Preference In Accommodation

POWERGRID shall give preference, to the extent possible, to the requests by employees with specified disabilities for allotment of appropriate reasonable accommodation in company quarters.

3.5 Accessibility

- (a) POWERGRID shall provide appropriate barrier free and conducive environment to employees with disability. To the extent possible, the built-up environment shall be made accessible to PWD and all future establishments shall incorporate accessibility provisions such as ramps, accessible parking, accessible toilets, braille symbols and auditory signals in elevators etc.
- (b) POWERGRID will endeavor to provide suitable facilities and amenities/assistive devices to persons with disabilities for effective and efficient discharge of their functions, including, but not limited to, high tech/latest technology led assistive devices (including low vision aids, hearing aids with battery), special furniture, wheel chairs (motorised if required by the employee), software scanners, computer and other hardware, etc. in accordance with their requirement.
Such devices may either be provided directly by POWERGRID or the cost may be reimbursed with a specific time period in accordance with the price/durability of the device/furniture/software etc. as the case may be.
- (c) POWERGRID will endeavor to ensure that persons with disabilities are enabled to participate in meetings in a convenient mode of communication.

3.6 Discrimination Free Work Environment

POWERGRID will ensure that the work environment is free from any discrimination against persons with disabilities. Promotion to an employee should not be denied merely on the ground of disability.

- 3.7 POWERGRID shall not dispense with or reduce rank, an employee who acquires a disability during his or her service. Cases shall be treated as per the applicable rules and provisions in POWERGRID Service Rules and Govt. of India guidelines pertaining to the matter.

3.8 Leave

Employees with disability can avail Special Casual Leave as per provisions in POWERGRID Leave Rules.

3.9 Transfers and Posting

- (a) POWERGRID shall supportively consider, to the extent possible, the transfer requests or preferred place of posting of employees with disabilities or those being caregivers of dependent family members with disabilities residing with the employee, so as to optimally utilize their services.
- (b) As far as possible, disabled employees and those who are care givers of disabled dependent family members shall be exempt from the provisions of rotational transfer subject to the administrative constraints.

- (c) The above provisions shall however be subject to the mode/nature/ terms and conditions of the engagement of the individual and administrative feasibility.

4.0 Governance

4.1 Liaison Officer:

Liaison Officer appointed to look after reservation matters for SC/ST shall also act as the Liaison Officer for reservation matters relating to persons with benchmark disabilities and shall ensure compliance of guidelines/instructions issued for PWBD and bring any potential issues to the notice of management.

4.2 Grievance Redressal Officer

Head of Dept - Reservation Cell at Corporate Center and Heads of HR at Regions/Projects shall also be the Grievance Redressal Officers at their respective Regions/Projects in compliance of Section 23 of the Act. The Grievance Redressal Officer shall maintain a register of complaints of employees with disabilities as per format at **Annexure II**.

5.0 General

5.1 Compliance

The responsibility for implementation of the policy shall lie with ED(HR) at Corporate Center and Head of Regions/Projects at Regional/Project level.

5.2 Communication of the policy:

The policy shall be published on POWERGRID's website as well as on the intranet.

- 5.3 Director (Personnel) is empowered & authorised to interpret, clarify, revise, amend/modify or discontinue any or all the provisions of this Policy in accordance with Govt. of India guidelines issued from time to time.

List of Specified Disabilities as per the Schedule in the RPWD Act 2016**1. Physical disability:**

A. Locomotor disability (a person's inability to execute distinctive activities associated with movement of self and objects resulting from affliction of musculoskeletal or nervous system or both), including—

(a) "**leprosy cured person**" means a person who has been cured of leprosy but is suffering from—

(i) loss of sensation in hands or feet as well as loss of sensation and paresis in the eye and eye-lid but with no manifest deformity;

(ii) manifest deformity and paresis but having sufficient mobility in their hands and feet to enable them to engage in normal economic activity;

(iii) extreme physical deformity as well as advanced age which prevents him/her from undertaking any gainful occupation, and the expression "leprosy cured" shall construed accordingly;

(b) "**cerebral palsy**" means a Group of non-progressive neurological condition affecting body movements and muscle coordination, caused by damage to one or more specific areas of the brain, usually occurring before, during or shortly after birth;

(c) "**dwarfism**" means a medical or genetic condition resulting in an adult height of 4 feet 10 inches (147 centimeters) or less;

(d) "**muscular dystrophy**" means a group of hereditary genetic muscle disease that weakens the muscles that move the human body and persons with multiple dystrophy have incorrect and missing information in their genes, which prevents them from making the proteins they need for healthy muscles. It is characterised by progressive skeletal muscle weakness, defects in muscle proteins, and the death of muscle cells and tissue;

(e) "**acid attack victims**" means a person disfigured due to violent assaults by throwing of acid or similar corrosive substance.

B. Visual Impairment—

(a) "blindness" means a condition where a person has any of the following conditions, after best correction—

(i) total absence of sight; or

(ii) visual acuity less than 3/60 or less than 10/200 (Snellen) in the better eye with best possible correction; or

(iii) limitation of the field of vision subtending an angle of less than 10 degree.

(b) "low-vision" means a condition where a person has any of the following conditions, namely:—

- (i) visual acuity not exceeding 6/18 or less than 20/60 upto 3/60 or upto 10/200 (Snellen) in the better eye with best possible corrections; or
- (ii) limitation of the field of vision subtending an angle of less than 40 degree up to 10 degree.

C. Hearing Impairment—

- (a) "deaf" means persons having 70 DB hearing loss in speech frequencies in both ears;
- (b) "hard of hearing" means person having 60 DB to 70 DB hearing loss in speech frequencies in both ears;

D. "speech and language disability" means a permanent disability arising out of conditions such as laryngectomy or aphasia affecting one or more components of speech and language due to organic or neurological causes.

2. **Intellectual disability**, a condition characterised by significant limitation both in intellectual functioning (reasoning, learning, problem solving) and in adaptive behaviour which covers a range of every day, social and practical skills, including—

- (a) "**specific learning disabilities**" means a heterogeneous group of conditions wherein there is a deficit in processing language, spoken or written, that may manifest itself as a difficulty to comprehend, speak, read, write, spell, or to do mathematical calculations and includes such conditions as perceptual disabilities, dyslexia, dysgraphia, dyscalculia, dyspraxia and developmental aphasia;
- (b) "**autism spectrum disorder**" means a neuro-developmental condition typically appearing in the first three years of life that significantly affects a person's ability to communicate, understand relationships and relate to others, and is frequently associated with unusual or stereotypical rituals or behaviours.

3. **Mental behaviour.—**

"**mental illness**" means a substantial disorder of thinking, mood, perception, orientation or memory that grossly impairs judgment, behaviour, capacity to recognise reality or ability to meet the ordinary demands of life, but does not include retardation which is a condition of arrested or incomplete development of mind of a person, specially characterised by subnormality of intelligence.

4. **Disability caused due to—**

- (a) **chronic neurological conditions**, such as—

- (i) "multiple sclerosis" means an inflammatory, nervous system disease in which the myelin sheaths around the axons of nerve cells of the brain and spinal cord are damaged, leading to demyelination and affecting the ability of nerve cells in the brain and spinal cord to communicate with each other;
 - (ii) "parkinson's disease" means a progressive disease of the nervous system marked by tremor, muscular rigidity, and slow, imprecise movement, chiefly affecting middle-aged and elderly people associated with degeneration of the basal ganglia of the brain and a deficiency of the neurotransmitter dopamine.
- (b) **Blood disorder—**
- (i) "haemophilia" means an inheritable disease, usually affecting only male but transmitted by women to their male children, characterised by loss or impairment of the normal clotting ability of blood so that a minor wound may result in fatal bleeding;
 - (ii) "thalassæmia" means a group of inherited disorders characterised by reduced or absent amounts of haemoglobin.
 - (iii) "sickle cell disease" means a hemolytic disorder characterised by chronic anemia, painful events, and various complications due to associated tissue and organ damage; "hemolytic" refers to the destruction of the cell membrane of red blood cells resulting in the release of hemoglobin.
5. **Multiple Disabilities** (more than one of the above specified disabilities) including deaf blindness which means a condition in which a person may have combination of hearing and visual impairments causing severe communication, developmental, and educational problems.
6. Any other category as may be notified by the Central Government.

