

**RASHTRIYA ISPAT NIGAM LIMITED**  
**VISAKHAPATNAM STEEL PLANT**  
**Provisions and Benefits provided by RINL for Persons with Disability**  
**category Employees**

1. Rashtriya Ispat Nigam Limited(RINL) being a PSU, has been implementing Persons with Disability Act-1995, which came into force from 07-02-1996 and also implementing Rights of Persons with Disabilities Act, 2016 w.e.f. 19-04-2017. RINL has been earmarking 4% of the vacancies to Persons with Disability as per the directions of Government through DPE consequent to enactment of "Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 2016 in true spirit.
2. As per Section 34 of the said PwD Act 2016:
  - i). "Every appropriate Government shall appoint in every Government establishment, not less than four percent of the total vacancies in the cadre strength in each group of posts meant to be filled with persons with benchmark disabilities. Of which, one percent, each shall be reserved for persons with benchmark disabilities under clauses (a), (b) and (c) and one percent for persons with benchmark disabilities under clause (d) and (e), timely: –
    - a) blindness or low vision;
    - b) deaf and hard hearing;
    - c) locomotor disability or cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy;
    - d) autism, intellectual disability, specific learning disability and mental illness
    - e) multiple disabilities from amongst persons under (a) to (d) including deaf-blindness in the posts identified for each disabilities.
  - ii). Accordingly, RINL has been implementing 4% reservation whenever recruitment is taken up in posts in Group-A, C and D posts.
  - iii). After the Act came into force on 7<sup>th</sup> February 1996, RINL has employed 212 persons with various disabilities. Apart from the above, 11 persons were selected on their own merit, till date as given below:

Group	No. of posts recruited since 1996	PWD				No. of PWDs appointed	Remarks
	Recruited	VH	HH	OH	MD		
A	2783	28	23+1*	27+8*	--	78+9*	Recruitment under process to fill 16 posts belonging to PWD category. (Including 5 vacancies of backlog)
B	In RINL, no direct recruitment is taken up in Group-B. The Group-B posts are filled by promotion from Group-C						
C	3900	39+1*	38	39	2	118+1*	---
D	542	5	5+1*	6	--	16+1*	---
<b>TOTAL</b>	<b>7225</b>	<b>72+1*</b>	<b>66+2*</b>	<b>72+8*</b>	<b>2</b>	<b>212+11*</b>	

\*Selected on their own merit

Five woman employees are recruited in PWD category. Three are in Group-A with OH, VH, HH disability and Two are in Group-C with HH and MD disability.

iv). Under Section 33 of (Chapter VI) of RPwD 2016 Act, an expert committee has been constituted for identification of posts reserved for PwDs.

3. Reservation Rosters are being maintained for PwDs in RINL.

4. The following concessions and relaxations are extended to PwDs in recruitment:

- Upper Age Limit : 10 years
- Application fees : Exempted
- Qualification : 10% relaxation in marks at par with SC/ST
- Selection : 10% relaxation in marks in Selection Tests at par with SC/ST
- Tests : Trainee Khalasis in Group D posts are exempted from Physical Tests

5. As per the statute, RINL has provided certain special provisions to Persons with Disabilities (PwDs) for their easy mobility and independent functioning as follows:

- a. Jobs are allocated, suiting to the need of the persons as per their disability.
- b. Providing toilets exclusively for PwD employees.
- c. Arranging ramps for easy access to the workplace stations from parking place.
- d. Providing parking space exclusively for PwDs.
- e. Works stations are accessible through wheel chair.
- f. Arranging special training classes on improving office productivity, personal computer usage skills to improve their performance.
- g. Barrier free accessible work stations in the office.
- h. Additional special casual leaves for 4 days in a calendar year.
- i. Appointed Grievance Redressal Officer to redress the grievances of PwD employees and maintaining grievance register in different areas of the plant to register their grievances.
- j. Arranging easy accessible rooms preferably in ground floor during written tests, interviews.
- k. Preference is given to accommodate in the ground floor in the company provided accommodation (in quarters/hostels).
- l. Regular special sports meets are being organised to PwD employees.
- m. Auditory Signal in both the lifts of the Main Administration building and ED(Works) building.
- n. Provision of a wheel-chair at the Reception Centre located at the entrance of the Main Administration Building.

6. **Merit Recognition Award:** A scheme is being implemented to grant of Dr. BR Ambedkar Merit Recognition Awards to the Physically or Mentally Challenged Children of RINL-VSP Employees. Under the scheme, there will be 6 (six) merit recognition awards with award money equivalent to Rs.750/- pm each in an academic year pursuing studies in any course in a recognized school/college/general or vocational institute.

7. **Arunodaya Special school:** RINL management established Arunodaya Special School in the plant township premises for disability children. Arunodaya Special School is a multi-category schooling center which caters to the children with intellectual disabilities such as: learning impairment, mental retardation, cerebral palsy, autism, hearing loss, Down syndrome, etc. Nearly 115 specially able children from surrounding villages of the Plant receive education, therapy and vocational training at the School.

8. In RINL, a Liaison Officer is appointed in the level of Deputy General Manager to look after the matters relating to Persons with Disabilities.

Name : V. Thirupathi Rao

Designation: Deputy General Manager (HR) & Liaison Officer for PwDs

Contact No: 9347155871

9. In RINL, a Grievance Redressal Officer for PwDs at the level of General Manager has been appointed whose particulars are as under:

Name : K. Sanjeeva Rao

Designation: General Manager (HR) & Grievance Redressal Officer for PwDs

Contact No: 9989788849

10. With regard to the 15 points mentioned in the RTI application dtd. 07-03-2019, No information is available with RINL.

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