

## **Request for grievance Hearing**

From

M.Umapathi (SAIL Staff No.818106),  
**(Ref: The Prime Minister Grievance Cell, Minister of social justice, Department of Personnel and Training, Government of India)**  
Plot 22, Ganapathy Illiam, Sakthi Nagar,  
PuthuMariyamman Kovil (Post Office),  
Salem-636 003

To

Sh. Anant Geete,  
Department of Public Enterprises,  
Public Enterprises Bhawan,  
Block 14, CGO complex Lodhi Road,  
New Delhi.

Respected Sir,

**Sub: Request for grievance Hearing to Department of Public Enterprises, Government of India**

**With reference to Letter received from The Prime Minister of India Grievance cell and Minister of Social justice.**

**I have sent hard copy to the Minister (HI & PE) and MoS (HI & PE) the Public Enterprises Bhawan. Please find the attachment.**

Department of public Enterprises rules and regulation was not followed in Under Public Enterprises SAIL (Steel Authority of India).Please take necessary action.

I have already lodged grievance (RTI-Right to Information Act Number (PMOIN/R/2014/61336)), Grievance portal and Send hard copy to **the Prime Minister of India- Grievance cell, Office of the Chief Commissioner for Persons with Disabilities- Ministry of Social Justice and Empowerment and Department of Personnel and Training, President Secretariat Grievance cell, Cabinet Secretariat, Ministry of Steel (Nodal Public Grievance Officers).**I have attached proof for this document

I have already send grievance letter to **Union Minister of Steel and Union Minister of State Steel, Secretary of Steel Government of India.** I have attached proof for this in this document.

**The Hon'ble Supreme Court has, inter alia ,directed that the following action be taken in order to ensure proper implementation of the List of post Identified by Person with Disability candidates not followed and the protect rights was not followed in bokaro steel**

## **Plant HSM (Operation).**

**I have send grievance to Interact with Hon'ble Prime Minister of India through portal and I have received replied letter from Prime Minister Office Grievance cell, Office of the Chief Commissioner for Persons with Disabilities-Ministry of Social Justice and Empowerment and mentioned like your grievance were received and necessary action shall be take.**

I am lodging a grievance letter to invoke the grievance that '**health and safety for PWD**' within the working environment for Person with Disability candidate **has breached its 'statutory duties** and List of post Identified by Person with Disability candidates, Issued by Department of Personnel and Training rules and regulation were not followed in my case **Bokaro Steel Plant(HSM-Operation)**. I have attached all the proof in this document for your reference. Please take necessary action.

**I have received letter from THE PRIME MINSTER OF INDIA, GRIEVANCE CELL for the above grievance conduct SAIL higher authority for your grievance and intimate for the same to grievance cell. I have attached for the proof and please take necessary action, I have to intimate to the prime minister Grievance cell regarding the Grievance.**

I contend **Steel Authority of India bokaro steel plant, HSM-Operation** has 'failed to provide' my person with a '**safe place and safe system of work**'. This may amount to a contravention of its statutory duties under the Health and Safety at Work Act for PWD, the Management of Health and Safety at Work Regulation for PWD, the PWD Employment Rights Act, and the Equality Act for Person with Disability candidate was not followed in my case in Bokaro steel plant. It is against the rules and regulation for PWD act. Kindly consider my request and take necessary action for the same.

Non-implementation of laws, rules, bye-laws, instructions issued by appropriate authorities for the welfare and protection of rights of the disabled candidate were not followed in **Bokaro Steel Plant (HSM-Operation) in my case.**

I have asked grievance for my posting to SAIL bokaro steel plant but suddenly **without intimation to me they terminated from my service from SAIL.**I have received letter from SAIL date (15.10.2014) "Servicers of Shri Umapathi have been terminated on account of unauthorized absence and His request for transfer cannot be accepted. I need a grievance from higher authority .**This is against for Management of Health and Safety at Work Regulation. I need grievance from the SAIL bokaro (HSM-Operation) Steel Plant.** I want to continue my service in SAIL.

**I am writing request fully to the company, for some concern with a lot of hope.** My name is UMAPATHIM (SAIL Staff No.818106) got selected in SAIL Management Trainee 2013 batch for **Computer Science** branch. My induction training has been completed in BSL bokaro Steel Plant (Jharkhand). **I have faced health and safety problem in HSM (operation) Bokaro Plant in my case.** I belong to the place SALEM.

One thing to mention here is I am a **Person with Disability (Loco motor Disability)(50%)** candidate that is why I was much hope full that I will get my posting near to my home town if

it is possible for the company. I was completely not in position to conduct **Hot Strip Mill Operation in Bokaro steel plant my duty in all respect it is technical and my Physical body condition** because the post assigned for me not List of post Identified by Person with Disability candidates.

**So I have already requested to bokaro steel plant higher authorities to concern this problem but they have not paid any attention to my request and refuse this request.** Please take necessary action.

I have send many grievance letter to bokaro steel plant for my posting to SAIL bokaro steel plant **they have not paid any attention to my request and refuse this request** but suddenly **without intimation to me they terminated from my service from SAIL.I have attached proof for this. Kindly Steel Authority of India shall take necessary action.**

I was joined there on 28th Feb2014 there I got my working area as HSM (**Hot Strip Mill-Operation**) but I was belongs to Computer Science branch. While they gave me a working area has **HSM(Hot Strip Mill)Operation Department** for which I was totally unfit a Computer Science Engineer and as Person with Disability candidate.

**I have informed this matter to higher authority in bokaro steel plant but they not paid any attention to my problem.**HSM Operation Was not suitable job for my physical body condition but no action taken from bokaro steel plant.

I was completely not in position to conduct my duty in all respect either it is technical and my Physical body condition. **I have requested to bokaro steel plant higher authorities to concern this problem but they have not paid any attention to my request.**

In Bokaro Steel plant in my case assigned post was Hot Strip Mill (Operation) is not list of public Sector posts which were identified for persons with disabilities candidate not followed in my case in Bokaro Steel Plant. Please take necessary action. **Regarding above information I was raised grievance to Office of the Chief Commissioner for Persons with Disabilities, Ministry of Social Justice and Empowerment.**

HSM Operation not at all suitable for Computer Science and Person with Disability candidate. It is **high risks** place to work for Person with Disability candidate and health and safety within (HSM operation) the working environment not followed. I was completely not in position to conduct my duty in all respect either it is technical and my Physical body condition.

In Bokaro Steel plant in my case **HSM Operation was not at all related to Computer Science branch.** I was selected in computer science branch but I got Mechanical Candidate kind of work. I was completely not in position to conduct my duty in all respect either it is technical and my Physical body condition. All my problems forced me to resign from the company.

### **Government Order for Identification of jobs PWD.**

Persons should preferably be posted to perform such identified jobs and they be allowed to continue performing such jobs, as far as possible. If the concerned PWD officer could perform all the jobs as people without disability or could perform several types of jobs efficiently, no effort should be made to instruct them to certain types of jobs only. But bokaro steel plant

HSM Operation was not identified job but plant force to me work that place. It was against the Government of India order. In HSM Operation was not **health and safety work for PWD candidate as per the guidelines provided by the Minister of Social Justice. It was against rules for PWD act.**

### **Government Order for Accessibility and barrier free environment at work place**

PWDs as per the provisions of the PWD Act, all Government offices and public sector should take special steps to provide barrier free and accessible work stations to PWD employees were not followed in bokaro steel plant HSM Operation.

Labour Laws for Protection and Safety measure to PWD candidate was not followed in bokaro steel plant (HSM-Operation). The PWD Act has been enacted under Article 253 of the Constitution. It gives effect to the proclamation on the full participation and equality of the persons with disabilities in the Asian and Pacific Region and provides for their education, employment, creation of barrier free environment, social security and similar overlooked areas were not followed in bokaro steel plant (HSM-Operation).

Appropriate governments and local authorities shall take effective and appropriate measures to enable the protection and safety of persons with disabilities Labour Laws situations not followed in bokaro steel Plant in my case and **Govt Order rules Issued by Department of Personnel and Training rules and regulation were not followed in my case Bokaro Steel Plant.**

The G.O (Government Order) Mentioned the appropriate government shall take suitable measures to ensure the safety and protection and to offer immediate relief and rehabilitation to victims with disabilities in situations of communal violence or internal disturbance. But In my case Bokaro Steel plant HSM Operation was not suitable the safety and protection place to work for disabled candidate. I was very difficult to work that environment.

Ministry of Social Justice and Empowerment list of post identified issued to the Central Government and accepted the report, the List of posts identified for Persons with Disabilities in public sector are not followed in my case in Bokaro Steel Plant.

Identification of posts which can be reserved for persons with disabilities (**PROTECTION OF RIGHTS AND FULL PARTICIPATION ACT, 1995**) identified post for Disabled candidates are not taken within the working environment for Person with Disability candidate in bokaro steel plant (HSM-Operation) in my case.

Prevention and early detection of disabilities, education, employment, social security, research and manpower development, barrier-free access and preferences and facilities that are available to such persons and the action which needs to be taken to avoid any discrimination against persons with disabilities were not followed .

I was very hope full to get my posting in SALEM. One thing to mention here is I am a **PHYSICALLY DISABLED (50%)** candidate that is why I was much hope full that I will get my posting near to my home town if it is possible for the company because it is also mentioned in Government of India, Government Order (G.O) that P.H candidate shall be posted near to their home town if it is possible for the company and for SAIL it is possible because it has a plant in my home town.

Ministry of Social Justice and Empowerment, in pursuance of the provisions of Section 32 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 had constituted an Expert Committee on the 30th December, 2010 under the Chairmanship of Additional Secretary, Ministry of Social Justice and Empowerment. The Central Government accepted the report and the List of posts identified for Persons with Disabilities in public sector are not followed in my case.

**Prepared a detailed list of public Sector posts which were identified for PWD not followed in my case.**

I am requesting to the authority to please help me to take me out from this situation and I kindly request you to please Contact to the **Human Resource Department of SAIL (The (Personnel), Steel Authority Of India Limited**, Ispat Bhawan, Lodi Road, New Delhi - 110003) to make them assure to give me and List of job Identified by Person with Disability candidates **and posting in SALEM Steel Plant which is 5kms away from my home town.**

So that I can continue my service and take care of my family which is completely dependent upon me and my inability due to various external constraints; it has been getting Difficult for me to function appropriately in this place.

**I have received letter from SAIL date (15.10.2014) "Servicers of Shri Umapathi have been terminated on account of unauthorized absence and His request for transfer cannot be accepted. But I have asked grievance but they terminated from my service.**

**Therefore I am requesting to Department of Public Enterprises take concern of my case, to make them assure to give me and List of job Identified by Person with Disability candidates and posting in SALEM. So that I can serve this company with heart and soul will be highly obliged by your kind act.**

**But I have asked grievance to bokaro steel pant but they terminated from my service from SAIL. I am available to rejoin the company. I expect you sir will understand my situation and response the needful for the same. I along with my entire family would be grateful to you forever for this gesture.**

**This week only, I have completed police verification for this job. A List of IDENTIFIED JOB TO BE RESERVED FOR PERSONS WITH DISABILITIES is not followed by Steel Authority of India bokaro steel plant in my case. I have attached the entire document for your reference. I have Send document to Prime Minister of India Grievance cell and Office of the Chief Commissioner for Persons with Disabilities-Ministry of Social Justice and Empowerment. Your immediate favorable action in the matter shall be highly appreciated.**

I have sent many request letters to bokaro steel plant and no necessary action taken from bokaro steel plant but suddenly without intimation **without intimation to me they terminated from my service from SAIL. This is the injustice to my grievance. Now I have received Through RTI bokaro steel plant CPI (AGM), my service terminated from SAIL. This is injustice for PWD candidate and against the Supreme Court order for PWD RIGHTS.**

**Please consider my genuine case and take necessary action.**

I am available to rejoin the company. **I look forward to continued growth within this company throughout my career.** I expect you sir will understand my situation and response the needful for the same. I trust my career can continue to SAIL under more positive circumstances, and look forward to pursuing my career with SAIL.

**As per guideline of Supreme Court the public sector company provide safe environment to Work for PWD candidate. I believe that SAIL take care of its public employees and person with disability candidate. I am waiting for your reply sir.**

**As the Citizen, I am feeling that Department of Public Enterprises My Senior Employee should help to Person with Disability People Life. I am waiting for your response. Please consider my genuine case. This is dependent on my entire career. I am available to rejoin the company SAIL and I will assure that I will work for growth of a company.**

Regards,

M.UMAPATHI (SAIL STAFF NO.818106)

**Note:**

**I have attached document in this grievance Proof for SAIL posted me in HSM(Operation) against PWD act and list of IDENTIFIED JOB TO BE RESERVED FOR PERSONS WITH DISABILITIES, Government Order for Identification of jobs PWD and Government Order for Accessibility and barrier free environment at work place for your reference. Please take necessary action.**

**I have attached the document Identification of Disability-Computation of reservation and post –implementation of the judgment of Hon’ble Supreme Court in the matter of Union of India.**

**Copy to:**

**With reference to Letter received from The Prime Minister of India Grievance cell and Minister of Social justice for your reference.**

Send Hard copy to Prime Minister Office India and the following Ministry

1. Ministry of Personnel, Public Grievances and Pensions Department
2. Minister of Social Justice and Empowerment
3. Department of Personnel and Training
4. Office of the Chief Commissioner for Persons with Disabilities.

5. Ministry of Labour and Employment, Government of India.

Send Hard copy above address for your reference

I have enclosed copies of my records for your reference

1. Send Hard copy to the corporate office (SAIL, Director (Personnel))
2. Send E-mail to the SAIL, Director (Personnel)
3. Send E-mail to the SAIL, Chairman
4. Send E-mail to the Ministry of Steel, Joint Secretary
5. Send E-mail to the Ministry of Steel, Director

### **Details Below:**

**Hard Copy send already to corporate office:**

1. First Request Letter Send to SAIL Corporate office -19-08-2014
2. Second Request Letter Send to SAIL Corporate office-30-08-2014
3. Third Request Letter Send to SAIL Corporate office-13-09-2014
4. Fourth Request Letter Send to Steel Ministry office- 27-09-2014
5. First Grievance Letter Send to Ministry of Steel (Nodal Public Grievance Officers)
6. Second Grievance Letter Send to Ministry of Steel (Nodal Public Grievance Officers) E-mail to the SAIL, Director (Personnel) Corporate mail address

### **Attached Document**

1. PWD (Person with Disability Certificate) Attested by Deputy Collector
2. Proof to the **Hot Strip Mill (Operation) Posting Order (Mechanical Department (Operation) bokaro Steel plant**
3. SAIL Offer Letter
4. Guidelines for providing certain facilities in respect of persons with Disabilities by Personnel and Training
5. Proof to the Post office acknowledgement slip.
6. Terminated letter received from SAIL against Grievance for PWD
7. Government Order for List of Job Identified by Person with Disability Issued by Department of Personnel and Training
8. Guidelines for PWD from Ministry of Heavy Industries and Public Enterprises

### **My Sail Details In Bokaro Steel Plant**

**SAIL Personal No.C030655**

**SAIL Staff No.818106**

**Department: HSM (557012)**

**உடனடித்தன்மை கொண்டிருப்பதற்கு  
Disability Certificate**

மருத்துவமனை / நிறுவனத்தின் பெயர் மற்றும் முகவரி \_\_\_\_\_  
காண்பதற்கு வணக்கம் \_\_\_\_\_

Name & Address of the Institute / Hospital issuing the certificate \_\_\_\_\_  
Certificate No. \_\_\_\_\_ Date 05.3.98

**உடனடித்தன்மை கொண்டிருப்பதற்கு  
Certificate for the Persons with Disabilities**

திரு/திருமகன்/மகள் செல்வம்  
த. பெயர் செல்வம் (Selve) வயது 19 ஆண்டுகள்  
தந்தை/பெற்றோர் செல்வம் பதிவு எண் 318  
மருத்துவமனை / நிறுவனத்தின் பெயர் மற்றும் முகவரி \_\_\_\_\_  
காண்பதற்கு வணக்கம் \_\_\_\_\_

This is to certify that Shri/Smt/Selva Selvam Unemployed  
son / wife/daughter of Manickam (Bar)  
Age 19 old male / female, Registration No. \_\_\_\_\_ is  
a case of Spastic Paraparesis  
He / She is physically disabled / visually disabled / speech & hearing  
disabled and has 85% % ( 50 Percent)  
permanent (physical impairment/visual impairment / Speech &  
Hearing impairment) in relation to his / her locomotion  
குறிப்பு (Note)  
1. உடனடித்தன்மை துண்டாகும் முன்னோக்குப் கல்வியை கையாண்டு / முன்னோக்குப்  
கல்வியை முடித்துக் கொள்ளும்படி கூறுவது / குணமடைவது முடியாது.  
This condition is progressive / non-progressive/likely to improve  
\_\_\_\_\_.  
2. \_\_\_\_\_ மாதங்கள் / ஆண்டுகளுக்கு பிறகு மறு மதிப்பீடு செய்ய  
பரிந்துரைக்கப்படாது / பரிந்துரைக்கப்படும் வகையில்.  
Re-assessment is not recommended / is recommended after a  
period of \_\_\_\_\_ months / years\*  
\* பொருத்தமில்லாததற்கான காரணம்.  
\* Strikeout which is not applicable.

  
**Dr. K. S. ARUTHELVAN, M.D.D.M.,**  
 No: 49278  
 Neurologist  
 (DOCTOR)  
 (மருத்துவர்)  
 (மருத்துவர்)  
 (DOCTOR)  
 Seal  
 Medical College Salem

கையொப்பம் / இடதுகைப் பெருவிரல் ரேகை  
Signature / Thumb impression of the patient

**MEDICAL SUPERINTENDENT**  
Governing Body  
Medical College Hospital,  
Medical Superintending Officer, Head  
of Hospital (with seal)



Special Deputy Collector  
(Colour T.V)  
Collector's Office  
DHARMAPURI.



# SAIL OFFER LETTER



स्टील अथॉरिटी ऑफ इण्डिया लिमिटेड  
STEEL AUTHORITY OF INDIA LIMITED

## OFFER OF APPOINTMENT

No.PER/REC/C-90  
Dated : 27/01/2014

MR. UMAPATHI M 22 GANAPATHY ILLAM,SAKTHI NAGAR PUTHUMARIYAMMAN KOVIL PO PONNAMMAPET,SALEM TAMIL NADU- 636003	Roll No. : 1610048052  Category : OBC (PWD)  Discipline : Computer Science.
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Dear MR. UMAPATHI M

### Congratulations!

We are pleased to inform you that you have been selected for appointment as **Management Trainee (Technical)** in Steel Authority of India Ltd., in the pay scale of **Rs. 20600-3%-46500/- (E-1)** at the minimum Basic Pay of **Rs. 20600/-**.

- You have been posted at Bokaro Steel Plant (BSL). It may be noted that you would not be allowed to seek/apply for transfer to other plants /units of the Company for initial four years (two years in case of departmental candidates).
- You are advised to report to **General Manager (HRD), Bokaro Steel Plant**, as per following reporting schedule for verification of your documents and medical examination :-

REPORTING SCHEDULE	
Report at : Trainees' Hostel No. 1, Sector-3, Bokaro Steel City, Bokaro, Jharkhand - 827001	Reporting date : 24/02/2014 by 3.00 PM Medical on : 25/02/2014 at 8.00 AM

- After completion of the joining formalities, you will undergo an induction training programme. Thereafter, you will be required to report at the plant/unit of your posting or as directed for further training.
- This offer of appointment is, however, subject to following :
  - Your having the requisite educational qualification from a recognised institution with minimum prescribed percentage of marks, as applicable.
  - Your being found medically fit by the Company's Medical Board as per medical standards prescribed for the post under reference.
  - Verification of date of birth and your fulfilling the age requirement as prescribed for the post under reference.
  - Verification of original certificate issued by prescribed authority in case you belong to SC/ST/OBC (non-creamy layer)/PWD category as notified by the Government of India.

You are, therefore, advised in your own interest to check that you fulfil all the conditions stated above before reporting.

Office : 16th Floor, North Block, SCOPE Minar, Laxmi Nagar Distt. Centre, New Delhi - 110092  
Phone : 22441758, Fax : 22441759, E-mail : [sail.recrt@sail.co.in](mailto:sail.recrt@sail.co.in)

# Government Order for Identification of Post for Person with Disability

No.36035/2/2012-Estt.(Res)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training

North Block, New Delhi.  
dated the 8<sup>th</sup> January, 2014

## OFFICE MEMORANDUM

**Subject: Identification of jobs/posts for persons with Disabilities- review thereof.**

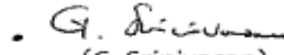
The undersigned is directed to refer to this Department's OM No. 36035/3/2004-Estt.(Res) dated 29.12.2005 circulating consolidated instructions relating to Reservation for the Persons with Disabilities.

2. Ministry of Social Justice & Empowerment, in pursuance of the provisions of section 32 of Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Rules, 1995 had constituted an Expert Committee to review the identification of posts in all Groups in the Establishments of the Government of India and Public Sector Undertakings for persons with disabilities. On the recommendations of the Expert Committee, Ministry of Social Justice and Empowerment vide their Notification No. 16-15/2010-DD.III dated 29<sup>th</sup> July, 2013 has issued a amended list of identified posts in all Groups for persons with disabilities. A copy of this Notification, which is of more than 1500 pages, is available on the website of Social Justice and Empowerment.

3. Para 4 of this Department's OM No. 36035/3/2004-Estt.(Res) dated 29.12.2005 relating to identification of jobs/posts is amended accordingly and all the Ministries/Departments are now requested to utilise the list of identified posts specified in Annexure -C of the Ministry of Social Justice & Empowerment's Notification No. 16-15/2010-DD.III dated 29.07.2013. It is further stated that the list of jobs/posts notified by the Ministry of Social Justice and Empowerment is illustrative and the concerned Ministries/Departments can further supplement the list to suit their job requirements.

4. All the Ministries/Departments are also requested to bring the above instructions to the notice of all appointing authorities under their control.

Encl: As above.

  
(G. Srinivasan)

Deputy Secretary to the Government of India  
Tel: 2309 3074

To

1. All Ministries/Departments of the Govt. of India
2. Railway Board
3. Supreme Court of India/Election Commission/ Lok Sabha Secretariat/Rajya Sabha Secretariat/Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/Prime Minister's Office, Planning Commission.
4. Union Public Service Commission, Dholpur House, Shahjahan Road, New Delhi
5. Staff Selection Commission, CGO Complex, Lodhi Road, New Delhi

Copy to:

Shri K.V.S. Rao, Director, Department of Disability Affairs, Shastri Bhawan, New Delhi

Copy also to:

- ✓ Director, NIC, DOPT with a request to place this OM on the website of this Department, for information of all concerned.

No.36035/3/2013-Estt.(Res)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training  
\*\*\*\*\*

North Block, New Delhi.  
Dated the 31<sup>st</sup> March, 2014.

**OFFICE MEMORANDUM**

**Subject: Guidelines for providing certain facilities in respect of persons with disabilities who are already employed in Government for efficient performance of their duties**  
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A need has been felt to issue guidelines to provide certain additional facilities /amenities to the persons with disabilities (PWD) to enable them to effectively discharge their duties. The facilities such as identification of jobs, post recruitment and pre-promotion training, assistive devices, free accessibility, preference in transfer/posting, special casual leave, etc. have been identified as areas which require special attention. The proposed facility indicated in the guidelines should be applicable in respect of such employees working in the Ministries/Departments of the Government of India, their attached and subordinate offices, Central Public Sector Enterprises, Cantonment Boards etc.

2. An inter-ministerial committee was formed to finalise guidelines for providing certain facilities in respect of persons with disabilities, who are already employed in efficient discharge of their duties. Based on the discussions held with the stakeholders and suggestion received from the stakeholders, the following guidelines are issued to provide certain facilities/amenities to the persons with disabilities:-

**A. Identification of jobs**

Each Ministry/Department of the Government of India, their attached and subordinate offices, Central Public Sector Enterprises, Cantonment Boards etc. should identify the types of jobs which could be easily performed by them specially for Group B, C and D posts where the number of jobs are more. Such persons should preferably be posted to perform such identified jobs and they be allowed to continue performing such jobs, as far as possible. If the concerned PWD officer could perform all the jobs as people without disability or could perform several types of jobs efficiently, no effort should be made to instruct them to certain types of jobs only.

**B. Post recruitment and Pre-promotion training**

Induction training is an essential component of the service requirement of an employee. Induction training programme for the persons with disabilities should be imparted together with the other employees.

Job specific post-recruitment as well as pre-promotion training programmes are required to be organised for the persons with disabilities. Outlining a specific module/norm for training programme for the persons with disabilities common to all the Ministries/Departments and their attached/subordinate offices, Central Public Sector

# Posting Order Hot Strip Mill-Operation (Mechanical Engineer

Department Work) Department:

Hot Strip Mill EMPLOYEE No. SAIL Record (557012)

Proof posting order hot strip mill- operation not identified post for person with disability candidate as per the guidelines govt order rules issued by department of personnel and training rules and regulation, minister of social justice and supreme court order were not followed in my case bokaro steel plant.

SAIL, Bokaro Steel Plant  
Human Resource Department  
Date: 07/08/2014

**OFFICE ORDER**

Subject: Mr. SAIL, Bokaro Steel Plant, Hot Strip Mill, Mechanical Engineer (Post No. 557012) has been posted to the following posts for the purpose of training and development.

Period: 01/08/2014 to 31/07/2015

Posting Area/Post	From	To	Type of Assignment
Departmental Training (04 Weeks)	01/08/14	31/08/14	Departmental Training
Central Training Institute (01 Week)	01/09/14	01/09/14	Central Training
Industrial Training (04 Weeks)	01/09/14	01/10/14	Industrial Training
Departmental Training (02 Weeks)	01/10/14	01/11/14	Departmental Training
Departmental Training (02 Weeks)	01/11/14	01/12/14	Departmental Training
Departmental Training (02 Weeks)	01/12/14	01/01/15	Departmental Training
Departmental Training (02 Weeks)	01/01/15	01/02/15	Departmental Training
Departmental Training (02 Weeks)	01/02/15	01/03/15	Departmental Training
Departmental Training (02 Weeks)	01/03/15	01/04/15	Departmental Training
Departmental Training (02 Weeks)	01/04/15	01/05/15	Departmental Training
Departmental Training (02 Weeks)	01/05/15	01/06/15	Departmental Training
Departmental Training (02 Weeks)	01/06/15	01/07/15	Departmental Training

The above training including both Attachment to SAIL and Industrial Training shall be completed by the following dates:

Training Period	Completion Date
01/08/14 to 31/08/14	01/09/14
01/09/14 to 01/09/14	01/09/14
01/09/14 to 01/10/14	01/10/14
01/10/14 to 01/11/14	01/11/14
01/11/14 to 01/12/14	01/12/14
01/12/14 to 01/01/15	01/01/15
01/01/15 to 01/02/15	01/02/15
01/02/15 to 01/03/15	01/03/15
01/03/15 to 01/04/15	01/04/15
01/04/15 to 01/05/15	01/05/15
01/05/15 to 01/06/15	01/06/15
01/06/15 to 01/07/15	01/07/15

The above training shall be completed by the following dates:

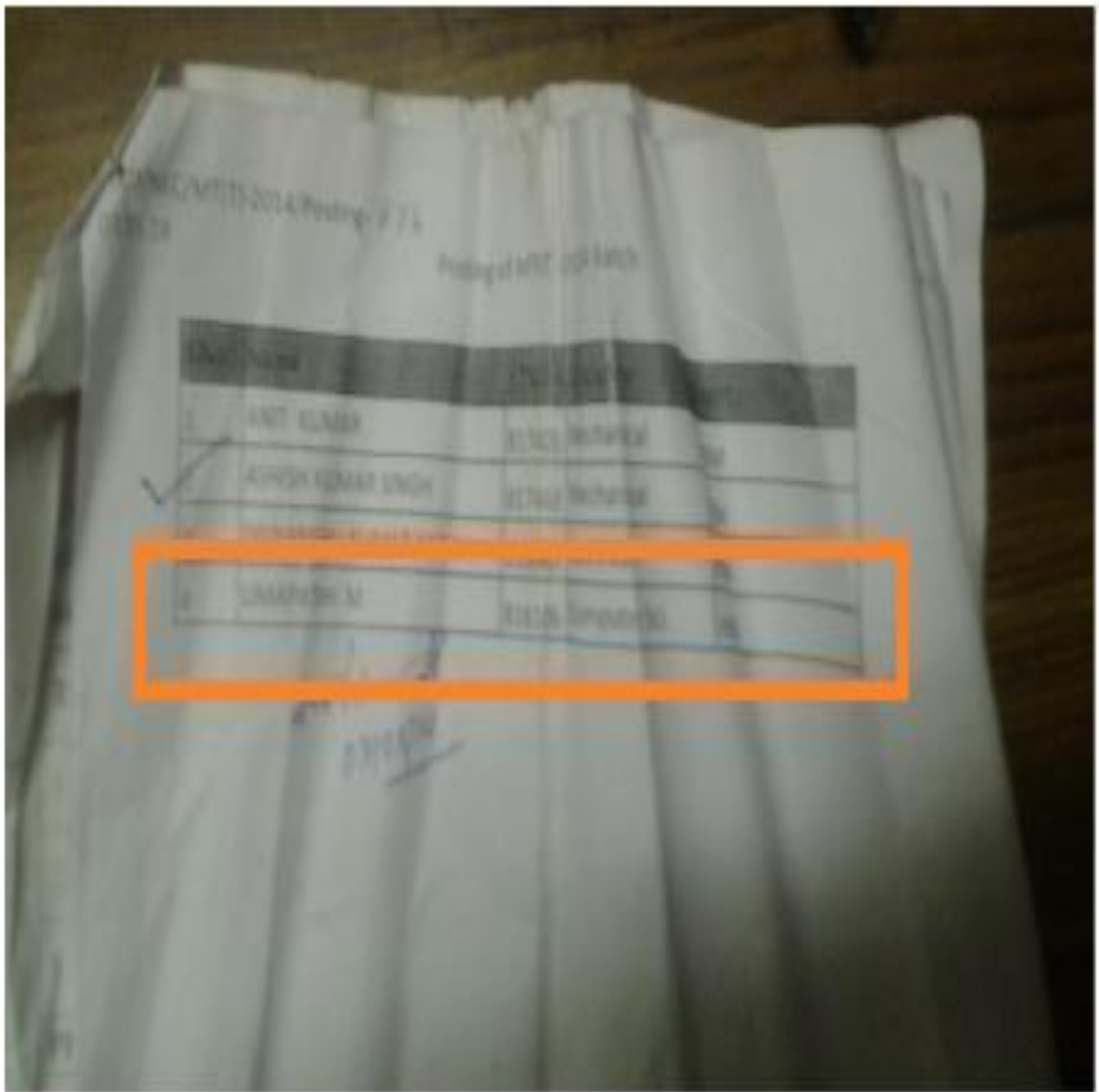
Training Period	Completion Date
01/08/14 to 31/08/14	01/09/14
01/09/14 to 01/09/14	01/09/14
01/09/14 to 01/10/14	01/10/14
01/10/14 to 01/11/14	01/11/14
01/11/14 to 01/12/14	01/12/14
01/12/14 to 01/01/15	01/01/15
01/01/15 to 01/02/15	01/02/15
01/02/15 to 01/03/15	01/03/15
01/03/15 to 01/04/15	01/04/15
01/04/15 to 01/05/15	01/05/15
01/05/15 to 01/06/15	01/06/15
01/06/15 to 01/07/15	01/07/15

The above training shall be completed by the following dates:

Training Period	Completion Date
01/08/14 to 31/08/14	01/09/14
01/09/14 to 01/09/14	01/09/14
01/09/14 to 01/10/14	01/10/14
01/10/14 to 01/11/14	01/11/14
01/11/14 to 01/12/14	01/12/14
01/12/14 to 01/01/15	01/01/15
01/01/15 to 01/02/15	01/02/15
01/02/15 to 01/03/15	01/03/15
01/03/15 to 01/04/15	01/04/15
01/04/15 to 01/05/15	01/05/15
01/05/15 to 01/06/15	01/06/15
01/06/15 to 01/07/15	01/07/15

**Posting Order Hot Strip Mill-Operation (Mechanical Engineer Department Work) Department: HSM EMP No. SAIL Record (557012)**

**Proof posting order hot strip mill- operation not identified post for person with disability candidate as per the guidelines govt order rules issued by department of personnel and training rules and regulation, minister of social justice and supreme court order were not followed in my case bokaro steel plant.**



Posting Order 2014

Sl. No.	Name	Department	Post
1	ANT KUMAR	MECHANICAL ENGINEER	Hot Strip Mill
2	ANISH KUMAR SINGH	MECHANICAL ENGINEER	Hot Strip Mill
3	ANAND KUMAR	MECHANICAL ENGINEER	Hot Strip Mill

# **NATIONAL POLICY ON SAFETY, HEALTH AND ENVIRONMENT AT WORK PLACE**

Find

**Government of India  
Ministry of Labour and Employment**

## **NATIONAL POLICY ON SAFETY, HEALTH AND ENVIRONMENT AT WORK PLACE**

### **1. PREAMBLE**

- 1.1 The Constitution of India provide detailed provisions for the rights of the citizens and also lays down the Directive Principles of State Policy which set an aim to which the activities of the state are to be guided.
- 1.2 These Directive Principles provide
- (a) for securing the health and strength of employees, men and women;
  - b) that the tender age of children are not abused;
  - c) that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength;
  - d) just and humane conditions of work and maternity relief are provided;

### **CENTRAL INFORMATION COMMISSION (CIC))**

#### **RTI Appeal Details**

**SA/UG/14/239458uwk  
RC/UG/14/13683plux**

#### **My Sail Details in Bokaro Steel Plant**

**SAIL Personal No.C030655**

**SAIL Staff No.818106**

**Department: HSM (557012)**



## **SAIL DETAILS FOR HSM (OPERATION-Mechanical Department Work not suitable for PWD as per Government of India guidelines for PWD)**

PROOF REQUEST LETTER SEND LETTER TO SAIL CORPORATE OFFICE AND BAKARO STEEL PLANT



### **Registration Number RTI Online:**

**MOSTL/R/2014/61027**  
**MOSTL/A/2014/60123**  
**OTCLC/A/2014/60003**  
**MOSTL/R/2014/61058**  
**MOSTL/A/2014/60110**  
**MOSJE/R/2014/60699**  
**DOP&T/A/2014/60701**  
**MOSTL/R/2014/61027**  
**MLABE/R/2014/62292**  
**OTCLC/R/2014/60020**  
**MLABE/R/2014/62292**  
**MOSJE/R/2014/60645**  
**MOSTL/A/2014/60110**  
**PMOIN/R/2014/61336**

### **PUBLIC GRIEVANCES from Portal:**

**MOSTL/E/2014/00128**  
**DODAF/E/2014/00123**  
**DOPAT/E/2014/02061**