



# Federation of National Postal Organisations

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**SIVAJI VASIREDDY**

Secretary General

No.FNPO/PWD staff/Welfare

dated 23.08.2024

To

Sri Pemmasani Chandra Sekhar Garu,  
Hon'ble Minister for State Communications,  
& Rural Development, Govt. of India.  
New Delhi-110001.

Respected Sir,

Sub:- Difficulties facing by person with disabilities employees working in the Department of Posts in terms of identification of jobs – reg.

Regarding the above subject, My federation would like to bring to your kind notice that as per DOPT order No.3065/44/2023-Est(Res-II) dated 2.2.2024 about the identification of jobs clearly explained with certain other facilities in respect of person with disabilities. But it has been observed that it is not being properly followed in Department of Posts.

As per above said orders it is mentioned that Each Ministry should identify the type of jobs which could be easily performed by them. Such persons should preferably be posted to perform such identified Job and they can be allowed to perform such jobs as far as possible. We wish to bring some problems facing by the PWD officials.

1. Most of the Deaf, Dumb and blind employees are forced to worked in counters where they find it difficult to connect with the customers.
2. Orthopedic handicapped employees are forced to work in above floors where there is no proper arrangement of lift/elevators.
3. Deaf and hard of hearing employees mostly suffer from Migraine or Tinnitus and due to long period continues work their such symptoms get worse.
4. Physical handicapped employees who also suffering from some kind of other diseases while working for the department find it difficult to perform their work as before and provide standard. They are still forced to work on heavy duties.

The only solution of above cases are,

1. Is that deaf, dump and blind should not be put to the counter duty till they feel they have proper equipment to deal with customer . If they found it difficult to communicate with customers there should not be put under any pressure from the authorities.
2. Proper construction of lift/elevator should be in the unit where the building is more than 2 floors or to put orthopedics employees to ground floor.

*Concl-2*



3. GAP of 10-15 minutes between every 3 hours interval should be provided to deaf and Hard of hearing employees who are also suffering from Migraine or Tinnitus when the period of work is more than 8 hours, such break should not be include with the normal break.
4. If the physical handicap employees who also suffering from some kind of disease while working in the Department and find it difficult to perform their work as before and provide standard in such cases the department should conversant with the PED employees to find out where they find it reasonable and easy for them to work. The decision should be finalized only after the PHE official consent only may be allowed to perform such duties.

Hence, my Federation requests Hon'ble Minster's personal intervention to look after the matter and kindly instruct the authorities to follow DOPT guidelines in the true spirit for the welfare of the disabled employees.

Thanking you Sir,

Yours Sincerely,

  
(SIVAJI VASIREDDY)

Secretary General