

Eastern Railway
(Personnel Department)
17 N. S. Road, Kolkata - 700 001

Serial Circular No.7/2021

No. E.740/G/CPO/Coronavirus/Covid-19

Kolkata, Dated: 04/03/2021


All Concerned

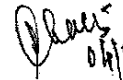
(as per standard list)

Sub: Exemption from duty to employees with disabilities during pandemic period- complaints filed by Shri Arun Kumar Singh, Secretary General, Rashtriya Viklang Manch and Shri S. K. Rungta, General Secretary, National Federation of the Blind.

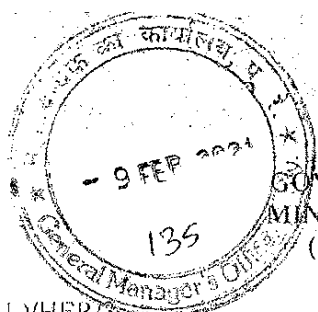
A copy of Ministry of Railways (Railway Board)'s letter bearing no. 2020/E(LL)/HER/3, dated 02/02/2021 along with its enclosures is sent herewith for information and compliance.

DA: As above.


(Pallavi Goswami)
Dy. Chief Personnel Officer/HQ
For Pr. Chief Personnel Officer
Phone No. 24106(Rly.)


04/3/2021

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Central Railway, E. Ry
Date of receipt
Serial No. 11/05/2

①

No. 2020/E(LL)/HER/3

New Delhi, dated: /01/2021
09/02

ER

The General Managers
All Zonal Railways.

Sub:- Exemption from duty to employees with disabilities during pandemic period –
complaints filed by Shri Arun Kumar Singh, Secretary General, Rashtriya Viklang
Manch and Shri S.K. Rungta, General Secretary, National Federation of the Blind.

④

The Court of Chief Commissioner for Persons with Disabilities (Divyangjan) has observed /
recommended to follow necessary Government instructions and implement the same for all employees
with disabilities as per DOP&T's OMs in the subject cases filed by Shri Arun Kumar Singh, Secretary
General, Rashtriya Viklang Manch and Shri S.K. Rungta, General Secretary, National Federation of the
Blind in Para 3 as under :

"3.After perusal of the documents available on record, it is recommended to the respondents to follow necessary government instructions in time and implement the same for all employees who are persons with disabilities as per following DOP&T's OM:

PCPO

11/02/21

DOP&T OM No. 11013/9/2014-Estt.A.III dated 19th May, 2020 - entitled "Preventive measures to be taken to contain the spread of Novel Corona Virus (COVID-19) Attendance regarding", states"In continuation of the Ministry's O.M. of even number dated the 18th May, 2020, it has been decided that the Government servants who have underlying conditions (co-morbidities) and were undergoing treatment for these ailments before lockdown, may, as far as possible, be exempted from roster duty upon production of medical prescription from treating physician under CGHS/CS(MA) Rules, as applicable. Similarly, Persons with Disabilities and Pregnant Women may also not be included in the roster to be prepared."

OS/Rungta
Ac.
10.02.2021

"DOP&T O.M. No. 11013/9/2014-Estt.A.III dated 7th October 2020 - entitled "Preventive measures to contain the spread of Novel Corona Virus (COVID-19) - Attendance of Central Government officials regarding", Para 1(f) states "Persons with Disabilities and Pregnant Women employees shall continue to work from home till further orders."

2. The Railways are requested to ensure strict compliance of instructions of DOP&T vide their OMs dated 18.05.2020, 19.05.2020 & 07.10.2020 and draw up roster of staff who are required to attend essential services accordingly exempting the 'Persons with Disabilities' (Divyangjan), i.e. those covered under 'Rights of Persons with Disabilities Act, 2016' and pregnant women from such duty. These persons shall continue to work from home till further orders.

DA: As above.

09 FEB 2021

PCPO(G)

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Manju
(Manju)
Director Estt. (LL)
Railway Board.

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S. No. 15

F No. 11013/9/2014-Estt.A.III
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)

North Block, New Delhi
Dated the 19th May, 2020

OFFICE MEMORANDUM

Subject: Preventive measures to be taken to contain the spread of Novel Coronavirus (COVID-19) – Attendance regarding.

In continuation of this Ministry's O.M. of even number dated the 18th May, 2020, it has been decided that the Government servants who have underlying conditions (co-morbidities) and were undergoing treatment for these ailments before lockdown, may, as far as possible, be exempted from roster duty upon production of medical prescription from treating physician under CGHS/CS(MA) Rules, as applicable. Similarly, Persons with Disabilities and Pregnant Women may also not be included in the roster to be prepared.



(Umesh Kumar Bhatia)
Deputy Secretary to the Govt. of India

To

1. All the Ministries/Departments, Government of India
 2. PMO/Cabinet Secretariat
 3. PS to Hon'ble MOS(PP)
 4. PSO to Secretary(Personnel)
 5. Sr. Tech. Dir., NIC, DoP&T
- } For Information

F.No.11013/9/2014-Estt.A.III
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)

North Block, New Delhi
Dated the 7th October, 2020

OFFICE MEMORANDUM

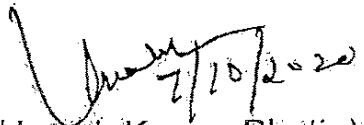
Subject: Preventive measures to contain the spread of Novel Coronavirus (COVID-19) – Attendance of Central Government officials regarding.

The undersigned is directed to refer to OM of even number dated the 5th June, 2020 reiterating, *inter alia*, the instructions/advisory issued vide OMs dated 17.3.2020, 18.5.2020 and 19.5.2020 for well-being of Government employees and regulating attendance of Central Government employees in offices with staggered timings. The matter has now been reviewed and it has been decided as under: -

- (a) The Government servants at the level of Under Secretary and above to attend offices on all working days.
- (b) As regards Government servants below the level of Under Secretary, at least 50% of attendance is to be ensured. The Heads of Department may mandate attendance of more than 50%, if required in public interest, while strictly ensuring that social distancing is maintained under all circumstances.
- (c) The officers/staff shall follow staggered timings to avoid over-crowding in offices/work places as indicated below.
9.00 a.m. to 5.30 p.m.
10.00 a.m. to 6.30 p.m.
- (d) All officers/staff residing in the containment zone shall be exempted from coming to offices till the containment zone is denotified.

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- (e) Those officers/staff who are not attending office shall work from home and they should be available on telephone and electronic means of communication at all times.
 - (f) Persons with Disabilities and Pregnant women employees shall continue to work from home till further orders.
 - (g) Heads of Departments shall ensure that the National Directives for the Covid-19 management, which include instructions issued for regular sanitization/cleaning of working places, maintenance of social distancing norms, wearing of masks etc. are strictly complied with. It may also be strictly ensured that there is no crowding in the corridors.
 - (h) Meetings, as far as possible, shall be conducted on video-conferencing and personal meetings with visitors, unless absolutely necessary in public interest, are to be avoided.

2. The above instructions shall be in force with immediate effect until further orders. Biometric attendance shall continue to be suspended and physical attendance registers shall be maintained until further orders. The Heads of the Department may kindly ensure strict implementation of these instructions.


(Umesh Kumar Bhatia)

Deputy Secretary to the Govt. of India

To,

1. All the Ministries/Departments, Government of India
2. PMO/Cabinet Secretariat
3. PS to Hon'ble MOS(PP)
4. PSO to Secretary (Personnel)
5. Sr. Tech. Dir., NIC, DoP&T

For Information

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F.No.11013/9/2014-Estt.A.III
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)

North Block, New Delhi
Dated the 18th May, 2020

OFFICE MEMORANDUM

Subject: Preventive measures to be taken to contain the spread of Novel Coronavirus (COVID-19) – Attendance regarding.

The undersigned is directed to refer to OM of even number dated 23rd April, 2020 on the above-mentioned subject. Ministry of Home Affairs, vide its Order dated 17.5.2020, has since directed that lockdown measures to contain the spread of COVID-19 shall continue for a period up to 31.5.2020 and has prescribed guidelines on the measures to be taken by various authorities for containment of COVID -19 in the country.

2. In Annexure II of the guidelines, specific measures, in the form of National Directives for COVID-19 management and Additional directives for Work Places have been prescribed (copy enclosed). In accordance with these guidelines, and with a view to enabling implementation of social distancing norms, it has been decided that the attendance in Central Government offices shall be regulated as follows:

- (a) All officers of the level of Deputy Secretary and above shall attend office on all working days.
- (b) For regulating the attendance of officers and staff below the level of Deputy Secretary, all Heads of the Department shall prepare a roster so as to ensure that 50 percent of officers and staff attend office on every alternate day. Those officers/staff who are not required to attend office on a particular day, shall work from home and should be available on telephone and electronic means of communications at all times.

(C) All Heads of the Department shall also ensure that the 50 percent of officers and staff who attend office observe staggered timings, as under:-

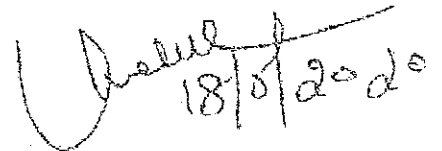
1st shift: 9 AM to 5.30 PM

2nd shift: 9.30 AM to 6 PM

3rd shift: 10 AM to 6.30 PM

3. The above instructions shall be in force with immediate effect and until further orders. Bio-metric attendance shall continue to be suspended until further orders. The Heads of the Department may kindly ensure strict compliance of these instructions as well as the directives of Ministry of Home Affairs.

Encl.: As above.


18/01/2020

(Umesh Kumar Bhatia)

Deputy Secretary to the Govt. of India

To

1. All the Ministries/Departments, Government of India.
2. PMO/Cabinet Secretariat
3. PS to Hon'ble MOS(FP)
4. PSO to Secretary (Personnel)
5. Sr. Tech. Dir., NIC, DoPT

} For Information