



കേരള സർക്കാർ
സംഗ്രഹം

സാമൂഹ്യനീതിവകുപ്പ്- ഭിന്ന ശേഷിക്കാർക്ക് അനുയോജ്യമായി കണ്ടെത്തിയ കോമൺ കാറ്റഗറി തസ്തികകൾക്ക് 4% ഭിന്നശേഷി സംവരണം അനുവദിച്ചു ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

സാമൂഹ്യനീതി (ഡി) വകുപ്പ്

സ.ഉ(അച്ചടി)നം. 19/2020/സാ.നീ.വ

തീയതി തിരുവനന്തപുരം, 25.8.2020

- പരാമർശം-
1. സ ഉ (പി) നം: 11/2009/സാ ക്ഷേ വ, തീയതി 10.02.2009
 2. സ ഉ (പി) നം: 1/2013/സാ നീ വ, തീയതി 03.01.2013
 3. സ ഉ (പി) നം: 8/2018/സാ നീ വ, തീയതി 19.06.2018
 4. സ ഉ (പി) നം: 14/2018/സാ നീ വ, തീയതി 16.10.2018
 5. സ ഉ (പി) നം: 12/2019/സാ നീ വ, തീയതി 31.10.2019
 6. 10.2.2020 ലെ എക്സ്പ്രെസ്സ് കമ്മിറ്റി യോഗത്തിന്റെ നടപടി കുറിപ്പ്

ഉത്തരവ്

Persons with Disabilities (Equal Opportunities and Full Participation) Act 1995 section 32 ഭിന്ന ശേഷിക്കാർക്ക് അനുയോജ്യമായ തസ്തികകൾ കണ്ടെത്തുവാനും ആയത് അവർക്കായി സംവരണം ചെയ്യണമെന്നും അനുശാസിക്കുന്നു. ആയത് നടപ്പിലാക്കുന്നതിനായി ടി ആക്ടിന്റെ സെക്ഷൻ 33 ൽ വിവക്ഷിക്കുന്ന 3 ഭിന്ന ശേഷി വിഭാഗങ്ങൾക്ക് ((i) blindness or low vision (ii) hearing impairment (iii) locomotor disability or cerebral palsy) അനുയോജ്യമായ തസ്തികകൾ കണ്ടെത്തിക്കൊണ്ട് പരാമർശം ഉത്തരവുകൾ പുറപ്പെടുവിച്ചിട്ടുണ്ട്.

2. Persons with Disabilities (Equal Opportunities and Full Participation) Act 1995 ൽ ഉൾപ്പെടെയുള്ള നിലവിൽ വന്ന Rights of Persons with Disabilities Act 2016 ന്റെ section 34 പ്രകാരം ഭിന്ന ശേഷി സംവരണം മുന്നിൽ നിന്നും നാലായി ഉയർത്തുന്നതിനും ആയതു താഴെപ്പറയും പ്രകാരം അനുവദിക്കുകയും ചെയ്തിട്ടുണ്ട്.

a) blindness and low vision

b) deaf and hard of hearing

c) locomotor disability including 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 clauses (a) to (d) including deaf-blindness .

3. ടി ആക്ടിന്റെ Section 34 ൽ പ്രതിപാദിക്കുന്ന ഭിന്നശേഷി വിഭാഗങ്ങൾക്ക് അനുയോജ്യമായ തസ്തികകൾ കണ്ടെത്തുന്നതിനും ഒരു എക്സ്പ്രെസ്സ് കമ്മിറ്റി രൂപീകരിക്കണമെന്ന് സെക്ഷൻ 33(ii) വിവക്ഷിച്ചിരിക്കുന്നു. ആയത് പരാമർശം 3 പ്രകാരം രൂപീകരിച്ചു ഉത്തരവായിട്ടുണ്ട്.

4. സംസ്ഥാന സർക്കാർ നിയമനങ്ങളിൽ ഭിന്നശേഷി സംവരണം 3% ത്തിൽ നിന്നും 4%

ആയി ഉയർത്തി പരാമർശം 5 പ്രകാരം പൊതു ഉത്തരവ് പുറപ്പെടുവിച്ചിട്ടുണ്ട് .

5. പരാമർശം 4 പ്രകാരം രൂപീകരിച്ച സബ് കമ്മിറ്റിയുടെ 29.11.2018 ലെ യോഗതീരുമാന പ്രകാരം നിലവിൽ 3% സംവരണം നൽകുന്നതിനായി കണ്ടെത്തിയ തസ്തികകളിൽ, 4% സംവരണം അനുവദിക്കുവാൻ ഷോർട്ട് ലിസ്റ്റ് ചെയ്ത തസ്തികകളുടെ physical & functional requirement പരിശോധിക്കുന്നതിനായി വിദഗ്ദ്ധരുടെ ഒരു വർക്ക് ഷോപ്പ് സംഘടിപ്പിക്കുവാൻ തീരുമാനിക്കുകയുണ്ടായി. ഇത്തരത്തിൽ ശില്പശാല സംഘടിപ്പിക്കുകയും ഭിന്നശേഷിക്കാർക്കായി കണ്ടെത്തിയ കോമൺ കാറ്റഗറി തസ്തികകളുടെ ജോലിയുടെ സ്വഭാവത്തിന്റെയും 2018 ലെ കേന്ദ്ര സർക്കാർ പുറപ്പെടുവിച്ച Disability Assessment Guideline ന്റെയും അടിസ്ഥാനത്തിൽ ഓരോ തസ്തികയുടെയും Physical & Functional requirements തയ്യാറാക്കി എക്സ്പെർട്ട് കമ്മിറ്റി മുൻപാകെ സമർപ്പിക്കുകയും ആയത് പൊതുജനാഭിപ്രായത്തിനായി സർക്കാർ വെബ് സൈറ്റിൽ പ്രസിദ്ധീകരിക്കുകയും ചെയ്തു.

6. സബ് കമ്മിറ്റിയുടെ ശുപാർശ, പൊതുജനാഭിപ്രായം സഹിതം പരിശോധിച്ച് ടി തസ്തികകളുടെ Functionality assessment തയ്യാറാക്കി സമർപ്പിക്കുവാൻ 5.9.2019 ലെ എക്സ്പെർട്ട് കമ്മിറ്റി യോഗം നിഷിന്ദന ചുമതലപ്പെടുത്തുകയും, അപ്രകാരം നിഷ് തയ്യാറാക്കിയ തസ്തികകളുടെ functionality assessment എക്സ്പെർട്ട് കമ്മിറ്റി മുൻപാകെ സമർപ്പിക്കുകയുണ്ടായി.

7. ഭിന്നശേഷിക്കാർക്ക് അനുയോജ്യമായി കണ്ടെത്തിയ കോമൺ കാറ്റഗറി തസ്തികകളുടെ Nature of work - ന്റെയും 2018 ലെ കേന്ദ്ര സർക്കാരിന്റെ Disability Assessment Guideline ന്റെയും അടിസ്ഥാനത്തിൽ, Persons with Disabilities (Equal Opportunities and Full Participation) Act 1995 section 32 പ്രകാരം ഭിന്നശേഷിക്കാർക്ക് അനുയോജ്യമായി കണ്ടെത്തിയ താഴെപ്പറയുന്ന കോമൺ കാറ്റഗറി തസ്തികകളുടെ nature of work പരിശോധിച്ച് , Rights of Persons With Disabilities Act 2016 ലെ section 34 (i) വിവക്ഷിക്കുന്ന ഭിന്ന ശേഷി വിഭാഗങ്ങളുടെ Functional Assessment നടത്തി നിഷ് തയ്യാറാക്കിയ റിപ്പോർട്ട്, പരാമർശം 3 പ്രകാരം രൂപീകരിച്ച എക്സ്പെർട്ട് കമ്മിറ്റി പരിശോധിച്ച് നിഷ് തയ്യാറാക്കി സമർപ്പിച്ച ഓരോ തസ്തികയുടെയും Physical Requirement, Disability type, Disability percentage എന്നിവ വിശദമാക്കിക്കൊണ്ട് ടി തസ്തികകൾ ഭിന്നശേഷി വിഭാഗങ്ങൾക്ക് അനുയോജ്യമാക്കി കൊണ്ടു ഉത്തരവ് പുറപ്പെടുവിക്കുവാൻ പരാമർശം 6 പ്രകാരം നടന്ന എക്സ്പെർട്ട് കമ്മിറ്റി യോഗം ശുപാർശ ചെയ്തിട്ടുണ്ട്.

- 1 Clerk (LD)
- 2 Assistant
- 3 Typist (LD)
- 4 Data Entry Operator
- 5 Confidential Assistants
- 6 Teachers (Primary)
- 7 Proof Reader
- 8 Binder Grade II
- 9 Accounts Clerk
- 10 Accountant
- 11 Accountant Clerk
- 12 Assistant Cashier Clerk

- 13 Junior Accountant
- 14 Store Keeper
- 15 Librarian Grade IV
- 16 Musician
- 17 Tutor Grade II (Mridangam, Violin, Veena, Vocal Music)
- 18 Clerk Typist
- 19 Clerk cum Typist
- 20 Typist Clerk
- 21 HSA (Languages and Social Studies)
- 22 Computer Operator
- 23 Store Clerk
- 24 Library Assistant
- 25 Assistant Teacher (School for Blind)
- 26 Brailist
- 27 Craft Teacher
- 28 Photocopier Operator
- 29 Telephone Operator
- 30 Music Teacher
- 31 Part time Instrumental Music Teacher
- 32 Artist/Photographer
- 33 Artist cum Photographer
- 34 Clerk-cum-Accountant
- 35 Clerk-cum-Store Keeper
- 36 Record- cum Store Keeper
- 37 Record keeper
- 38 Store cum Record keeper
- 39 Store Assistant
- 40 Tally clerk
- 41 Typist Gr.II
- 42 Office Assistant
- 43 Telephone Attendant
- 44 Lift Operators
- 45 Female Attendant
- 46 Packer
- 47 Gardner

48 Cleaner

49 Sweeper (Full Time & Part-time)

8. സർക്കാർ ഇക്കാര്യം വിശദമായി പരിശോധിച്ചു പരാമർശം 12 പ്രകാരം ഭിന്നശേഷിക്കാർക്ക് അനുയോജ്യമായി കണ്ടെത്തിയ മുൻ വണ്ഡികയിൽ പരാമർശിച്ചിട്ടുള്ള common category തസ്തികകൾക്ക് അനുബന്ധത്തിൽ ചേർത്തിട്ടുള്ള Physical requirement / Functionality, Disability percentage ഉറപ്പു വരുത്തിക്കൊണ്ടും 4% ഭിന്നശേഷി സംവരണം അനുവദിച്ചു ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

9. പ്രസ്തുത തസ്തികയ്ക്ക് 3% സംവരണം ഏർപ്പെടുത്തിക്കൊണ്ടുള്ള Physical requirement / Functionality, Disability percentage മുൻ ഉത്തരവുകളിൽ നിർണ്ണയിച്ചിട്ടില്ലാത്ത സാഹചര്യത്തിൽ ഇനിമേൽ പ്രസ്തുത തസ്തികകളിലേക്കുള്ള സംവരണത്തിനായി അവയ്ക്കു നേരെ സൂചിപ്പിച്ച Physical requirement / Functionality, Disability percentage ബാധകമാണ്.

10. ഭിന്ന ശേഷി തസ്തികകൾക്ക് അനുയോജ്യമായി കണ്ടെത്തിയ കോമൺ കാറ്റഗറി തസ്തികകൾ Physical Requirement, Disability type , Disability percentage എന്നിവ വ്യക്തമാക്കിക്കൊണ്ടുള്ള പട്ടിക അനുബന്ധം ഒന്നായും മെഡിക്കൽ സർട്ടിഫിക്കറ്റ് മാതൃക അനുബന്ധം രണ്ടായും ചേർക്കുന്നു.

ഗവർണ്ണറുടെ ഉത്തരവിൻ പ്രകാരം
ബിജു പ്രഭാകർ ഐ.എ.എസ്
സെക്രട്ടറി

സെക്രട്ടറി, കേരള പബ്ലിക് സർവീസ് കമ്മീഷൻ, പട്ടം, തിരുവനന്തപുരം (ആമുഖ കത്ത് സഹിതം)
കമ്മീഷണർ, ഭിന്നശേഷിക്കാർക്കായുള്ള സംസ്ഥാന കമ്മീഷണറേറ്റ്, പൂജപ്പുര, തിരുവനന്തപുരം
ഡയറക്ടർ, സാമൂഹ്യനീതി വകുപ്പ്, വികാസ്ഭവൻ, തിരുവനന്തപുരം
സെക്രട്ടറിയേറ്റിലെ എല്ലാ വകുപ്പുകൾക്കും / എല്ലാ വകുപ്പ് മേധാവികൾക്കും
ഇൻഫർമേഷൻ & പബ്ലിക് റിലേഷൻസ്(വെബ് & ന്യൂ മീഡിയ) വകുപ്പ്
സ്റ്റോക്ക് ഫയൽ/ഓഫീസ് കോപ്പി

ഉത്തരവിൻ പ്രകാരം
Jasmin Thomas
സെക്ഷൻ ഓഫീസർ

List of Common Category Posts to be identified for Persons with Disabilities -in each page

Sl. No	Name of Post	Nature of work	Physical requirement for performing in the particular post	Details of Disability which may be considered with Disability percentage	Assistive support required
1	Clerk (LD), G.O.(P)No.1 /13/SJD dated 03.01.2013 Assistant G.O.(P) No.1/13/SJD dated 03-01- 2013 (G.O.(P)No.11/20 09/SWD dated 10-02-2009)	1)Writing 2)Reading 3)Comprehending 4)Computing &Typing 5)Accounting 6)Logical analysing 7)Interpreting 8)Memorising 9)Communicating 10)Recognising etc OA, OL, BL, OAL, M, W, L, S, MF, SE, R, WR, H, C	For Visually Impaired Moderate Visual Impairment 40-60 %, (Category III a,b,c)	Low Vision III a- 40% III b- 50% III c – 60%	Visual Assistive devices
			<u>Deaf and Hard of Hearing</u> S,W, MF, SE, R,WR, H, C	HH with reasonable communication skills as assessed by WHODAS 2	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Sitting balance with at least one functional upper extremity	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild and moderate) CP (upto GMFCS-level-3 disability -51-60%) with MACS-level-2 Multiple Disability including the above identified combinations	ISSA GMFCS MACS	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom	Mental Illness 40-70% (Moderate) Intellectual disability Adaptive skills VSMS- minimum 75%	

2	Typist (LD) G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Computing 2) Using of internet & intranet 3) reading etc S, ST, L, MF, SE, R, WR, H, C, BN, BA,	<u>For Visually Impaired</u> Moderate Visual Impairment 40-60 % (Category III a,b,c)	Low Vision III a- 40% III b- 50% III c – 60%	Visual Assistive devices
	Data Entry Operator G.O.(P)No.11/2009/SWD, dated 10.02.2009		<u>Deaf and Hard of Hearing</u> S,ST, L ,MF, SE, RW, H,C,BN	HH with reasonable communication skills as assessed by WHODAS 2	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Sitting balance with functional upper extremities on both sides	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild and moderate) CP (upto GMFCS-level-3 disability - 51-60%) with MACS-level-2 SLD (pending gazette notification) Multiple Disability including the above identified combinations	ISSA GMFCS, MACS ASD, CP, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or Cognitive symptoms and /or extra pyramidal symptoms	Mental Illness 40-70% (Moderate) Intellectual disability	

3	Confidential Assistants G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Memorising 2) Comprehending 3) Communicating4)) Interpreting 5)Timing 6) Writing 7) Reading 8) Maintaining Interpersonal skills. S,ST, W, L, MF, SE, R, WR, H, C, OL, BA	<u>For Visually Impaired</u> Moderate Visual Impairment 40-60 % (Category III a,b,c)	Low Vision III a- 40% III b- 50% III c – 60%	Visual Assistive devices
			<u>Deaf and Hard of Hearing</u> S,ST,W,L MF, SE, RW, H,C	HH with reasonable communication skills as assessed by WHODAS 2	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Independent walking with functional upper extremities.	Locomotor disability with 40% and above	Mobility and adaptive devices
			<u>Category IV & V</u> CP (upto GMFCS-level-3 disability -51-60%) with MACS-level-2 Multiple Disability including the above identified combinations	CP, SLD (pending gazette notification)	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness &Intellectual Disability</u> Any mental illness currently in remission without prominent negative or Cognitive symptoms and /or extra pyramidal symptoms	Mental Illness 40-70% (Moderate)	

4	Teachers (Primary) G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Teaching 2)Learning 3)Verbally communicating 4)Maintaining discipline 4)Maintaining Leadership qualities 5)Maintaining empathetic attitude 6)skill of evaluation etc. S, ST, W, L , R, WR, H, C, OA	<u>For Visually Impaired</u> Moderate Visual Impairment 40-60 % and Blind	Low Vision and Blind 40 to 100%	Accessibility service Visual Assistive devices
			<u>Deaf and Hard of Hearing</u> S,ST,W,L ,SE, RW, H,C	HH with reasonable communication skills as assessed by WHODAS 2 ,	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Sitting balance with at least one functional upper extremity, ability to move with assistive devices.		Mobility and adaptive devices
			<u>Category IV & V</u> CP (upto GMFCS-level-3 disability -51-60%) with MACS-level-2 , SLD (pending gazette notification) Multiple Disability including the above identified combinations	CP, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
		<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or Cognitive symptoms and /or extra pyramidal symptoms			

5	Proof Reader G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Reading 2)Accuracy 3)Thinking4) Memorising etc S, ST, W, L , SE, R, WR, H, C, OA, OL, OAL	<u>For Visually Impaired</u> Moderate Visual Impairment 40-60 % (Category III a,b,c)	Low Vision III a- 40% III b- 50% III c – 60%	Visual assistive device
			<u>Deaf and Hard of Hearing</u> S,ST,W,L ,SE, RW, H,C	HH with reasonable communication skills as assessed by WHODAS 2 , LV, OA	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Sitting balance with at least one functional upper extremity.	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category IV &V</u> CP (upto GMFCS-level-3 disability - 51-60%) with MACS-level-2 SLD (Pending Gazette Notification) ASD(ISSA-mild and moderate) Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom		

6	Binder Grade II G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Handling files, Books, Registers 2) Accuracy 3) Perfection in binding etc. S, ST, W, MF, L, SE, BN, HO, OL, BA	<u>For Visually Impaired</u> If machine work implied injuries to patient, if hand binding it is allowed	May be reserved for blind (IV a, b)	Visual Assistive devices
			<u>Deaf and Hard of Hearing</u> S,ST,W,MF,L, SE,	HH with reasonable communication skills as assessed by WHODAS 2 , HH, LV, OA	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Sitting balance with functional both upper extremities.	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild and moderate) CP (upto GMFCS-level-3 disability -51-60%) with MACS-level-2 SLD-pending gazette notifications Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness &Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom Intellectual Disability	Mental Illness 40-70% (Moderate) IDD- IQ: 55-69 (VSNS) (50%)	

7	Accounts Clerk G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Writing 2)Reading 3) Comprehending 4) Computing & Typing 5) Accounting 6) Logical analysing 7) Interpreting 8) Memorising 9)Communicating 10) Recognising 11)Accounting 12) Handling registers13) Numerical knowledge 14) Banking activities etc. S, ST, W, MF, SE, R, WR, H, C, OA, OL, OAL,	<u>For Visually Impaired</u> Moderate Visual Impairment 40-60 % (Category III a,b,c)	Low Vision III a- 40% III b- 50% III c – 60%	Visual Assistive devices
	Accountant G.O.(P)No.1 /13/SJD dated 03.01.2013		<u>Deaf and Hard of Hearing</u> S,ST,W, MF, SE, RW, H,C	HH with reasonable communication skills as assessed by WHODAS 2 , LV, OA	Hearing Aids, Assistive devices and/or Implantable Devices
	Accountant Clerk G.O.(P)No.11/2009/SWD dated 10.02.2009		<u>Locomotor disability</u> Sitting balnce with functional upper extremities	Locomotor disability 40% and above	Mobility and adaptive devices
	Assistant Cashier Clerk G.O.(P)No.11/2009/SWD dated 10.02.2009		<u>Category IV & V</u> ASD (ISSA-mild and moderate) CP (upto GMFCS-level-3 disability -51-60%) with MACS- level-2 Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	ASD, CP	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
	Junior Accountant G.O.(P)No.11/2009/SWD dated 10.02.2009		<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom	Mental Illness 40-70% (Moderate)	

8	Store Keeper G.O.(P)No.11/2009/S WD dated 10.02.2009	1)Maintaining Registers 2)Stocking & distribution 3) field purchase 4)Handling dangerous good etc. S, ST, L, MF, SE, R, WR, H, C, BN, KC, P, PP, HO,	<u>For Visually Impaired</u> If handling chemicals it is dangerous		
			<u>Deaf and Hard of Hearing</u> S,ST, L ,MF, SE, RW, H,C,BN	HH with reasonable communication skills as assessed by WHODAS 2 HH, LV	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Independent ambulation with functional upper and lower extremities.	Locomotor disability 40% to 60% (moderate disability)	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild and moderate) CP (upto GMFCS-level-3 disability -51-60%) with MACS-level-2 SLD-pending gazette notification Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	ASD, CP, SLD (pending gazette notification)	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom	Mental Illness 40-70% (Moderate)	

9	Librarian Grade IV G.O.(P)No.11/2009/S WD, dated 10.02.2009	1)Maintaining Registers 2) Categorising of books 3)Indexing 4)Issue and Stock verification 5)Communication etc. S, ST, W, R, WR, H, C, L, BN, OA, OL	<u>For Visually Impaired</u> Moderate Visual Impairment 40-60 % (Category III a,b,c)	Low Vision III a- 40% III b- 50% III c – 60%	Visual Assistive devices
			<u>Deaf and Hard of Hearing</u> S,ST,W, RW, H,C,L, BN	HH with reasonable communication skills as assessed by WHODAS 2 HH, LV	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Functional both upper extremities, independent ambulation and able to climb stairs	Locomotor disability 40% to 60% (moderate disability)	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild and moderate) CP (upto GMFCS-level-3 disability -51-60%) with MACS-level-2 SLD-pending gazette notification Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	ISSA VSMS GMFCS MACS ASD, CP, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom	Mental Illness 40-70% (Moderate)	

10	Musician G.O.(P)No.11/2009/S WD dated 10.02.2009 Tutor Grade II (Mridangam, Violin, Veena, Vocal Music) G.O.(P)No.11/2009/S WD dated 10.02.2009	1)Teaching 2)Instrument maintenance and handling. S, L, MF, SE, H, C, BLOA	<u>For Visually Impaired</u> (may be) should reserve for blind (severe category)	90% -100% IV a-90% (blind) IV b-100%(blind)	Visual Assistive devices
			<u>Deaf and Hard of Hearing</u> S,L ,MF, SE, BA, H,C	HH with reasonable communication skills as assessed by WHODAS 2 HH, LV, BL	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Sitting balance with functional both upper extremities.	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild) CP (upto GMFCS-level-3 disability - 51-60%) with MACS-level-2 SLD-pending gazette notification Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	ASD, CP, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom	Mental Illness 40-70% (Moderate)	

11	Clerk Typist G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Writing 2)Reading 3) Comprehending 4) Computing & Typing 5) Accounting 6) Logical analysing 7) Interpreting 8) Memorising 9)Communicating 10) Recognising 11) Computing 12) Using of internet & intranet 13) Reading etc S, MF, SE, R, WR, H, C, OL, BL	<u>For Visually Impaired</u> Moderate	Low Vision III a- 40% III b- 50% III c – 60%	Visual Assistive devices
	Clerk cum Typist G.O.(P)No.11/2009/ SWD, dated 10.02.2009		<u>Deaf and Hard of Hearing</u> S, MF, SE, RW, H,C	HH with reasonable communication skills as assessed by WHODAS 2 HH, LV, BL, OI	Hearing Aids, Assistive devices and/or Implantable Devices
	Typist Clerk G.O.(P)No.11/2009/ SWD dated 10.02.2009		<u>Locomotor disability</u> Sitting balance with atleast one functional upper extremity.	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild-moderate) CP (upto GMFCS-level-3 disability -51-60%) with MACS-level-2 SLD-pending gazette notification Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	ASD, CP, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom	Mental Illness 40-70% (Moderate)	

12	HSA (Languages and Social Studies) G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Teaching 2)Learning 3)Verbally communicating 4)Maintaining discipline 4)Maintaining Leadership qualities 5)Maintaining empathetic attitude 6)skill of evaluation etc S, ST, SE, R, WR, H, C, OL, BL	<u>For Visually Impaired</u> Moderate	Low Vision and Blind III 40% - 100%	Visual Assistive devices
			<u>Deaf and Hard of Hearing</u> S,ST, SE, RW, H,C	HH with reasonable communication skills as assessed by WHODAS 2	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Sitting balance with atleast one functional upper extremity	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild) CP (upto GMFCS-level-3 disability -51-60%) with MACS-level-2 SLD-pending gazette notification Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices

13	Assistant Teacher (School for Blind) G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Teaching 2)Learning 3)Verbally communicating 4)Maintaining discipline 5)Maintaining Leadership qualities 6)Maintaining empathetic attitude 7)skill of evaluation etc. H, C, S, M, ST, MF, OL, WR, R,	For Visually Impaired May be reserved for severe	Low Vision and Blind 40-100%	Visual Assistive devices
			Locomotor disability Sitting balance with atleast one functional upper extremity	Locomotor disability 40% and above	Mobility and adaptive devices
			Category IV & V Multiple Disability including the above identified combinations Mental Illness & Intellectual Disability Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom	Mental Illness 40-70% (Moderate)	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices

14	Brailist G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Interpreting 2)teaching Guiding etc. 3) S, ST, W, R, WR, H , C, OL,	<u>For Visually Impaired</u> May be reserved for severe	Low and Blind 40 to 100%	Visual Assistive devices
			<u>Deaf and Hard of Hearing</u> S,ST,W, RW, H,C	HH with reasonable communication skills as assessed by WHODAS 2	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Sitting balance with functional both upper extremities	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category Iv & V</u> Multiple Disability including the above identified combinations <u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom	Mental Illness 40-70% (Moderate)	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices

15	Craft Teacher G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Teaching 2)Maintaining Artistic sense 3)Maintaining accuracy etc. S, ST, W, L, MF, SE, R, WR, H, C, BA	<u>For Visually Impaired</u> Moderate	Low Vision III a- 40% III b- 50% III c – 60%	Visual Assistive devices
			<u>Deaf and Hard of Hearing</u> S,ST,W,L MF, SE, RW, H,C	HH with reasonable communication	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Sitting balance with functional both upper extremities	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild) CP (upto GMFCS-level-3 disability -51-60%) with MACS-level-2 SLD-pending Gazette notification Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom	Mental Illness 40-70% (Moderate)	

16	Photocopier Operator G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Maintaining & handling electronic Machines 2)Stocking of papers 3)Maintaining perfection etc.	<u>For Visually Impaired</u> Moderate Visual Impairment 40-60 % (Category III a,b,c)	Low Vision III a- 40% III b- 50% III c – 60%	Visual Assistive devices
		S, ST, W, MF, SE, R, WR, L, C, OL, OA, P, PP	<u>Deaf and Hard of Hearing</u> S,ST,W,MF, SE, RW, L,C	HH with reasonable communication skills HH LV HH with mild MS Intellectual disability	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Sitting balance with functional both upper extremities.	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild and moderate) CP (upto GMFCS-level-3 disability - 51-60%) with MACS-level-2 SLD (pending gazette notification) Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or Cognitive symptoms and /or extra pyramidal symptoms Moderate Intellectual disability	Mental Illness 40-70% (Moderate) IDD- IQ: 55-69 (VSNS) (50%)	

17	Telephone Operator G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Handling telephone 2) Answering 3)Communicating skills 4)Probing 5)memorising etc. OA, S, MF, SE, H, C, R,WR, P, HO	<u>For Visually Impaired</u> May be reserve (Severe) Blindness	Low Vision and Blind 40 to 100%	Visual Assistive devices
			<u>Deaf and Hard of Hearing</u> S, MF, SE, H,C	HH with reasonable communication skills as assessed by WHODAS 2	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Sitting balance with atleast one functional upper extremity	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild) CP (upto GMFCS-level-3 disability - 51-60%) with MACS-level-2 SLD (pending gazette notification) Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD,	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom Moderate Intellectual disability	Mental Illness 40-70% (Moderate) IDD- IQ: 55-69 (VSNS) (50%)	

18	Music Teacher		<u>For Visually Impaired</u>	Low Vision and Blind	Visual Assistive devices
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<p>G.O.(P)No.1 /13/SJD dated 03.01.2013</p> <p>Part time Instrumental Music Teacher</p> <p>G.O.(P)No.1 /13/SJD dated 03.01.2013</p>	<p>1)Teaching 2)Instrument maintenance and handling etc.</p> <p>S, MF, SE, R, WR, H, C</p>	<p>Visually Impaired,</p>	40 – 100%	
		<p><u>Deaf and Hard of Hearing</u></p> <p>S, MF, SE, RW, H,C</p>	HH with reasonable communication skills as assessed by WHODAS 2	Hearing Aids, Assistive devices and/or Implantable Devices
		<p><u>Locomotor disability</u></p> <p>Sitting balance with functional both upper extremities</p>	Locomotor disability 40% and above	Mobility and adaptive devices
		<p><u>Category IV & V</u></p> <p>ASD (ISSA-mild-moderate)</p> <p>CP (upto GMFCS-level-3 disability - 51-60%) with MACS-level-2</p> <p>SLD (pending gazette notification)</p> <p>Multiple Disability including the above identified combinations</p> <p>Adaptive skills VSMS- minimum 75%</p>	CP, ASD, SLD	<p>Visual Assistive devices</p> <p>Hearing Aids, Assistive devices and/or Implantable Devices</p> <p>Mobility and adaptive devices</p> <p>Assistive Communication Devices</p>
		<p><u>Mental Illness & Intellectual Disability</u></p> <p>Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom.</p>	Mental Illness 40-70% (Moderate)	

14	Brailist G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Interpreting 2)teaching Guiding etc. 3) S, ST, W, R, WR, H , C, OL,	<u>For Visually Impaired</u> May be reserved for severe	Low and Blind 40 to 100%	Visual Assistive devices
			<u>Deaf and Hard of Hearing</u> S,ST,W, RW, H,C	HH with reasonable communication skills as assessed by WHODAS 2	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Sitting balance with functional both upper extremities	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category Iv & V</u> Multiple Disability including the above identified combinations <u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom	Mental Illness 40-70% (Moderate)	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices

19	Artist/Photographer G.O.(P)No.11/2009/SW D, dated 10.02.2009 Artist cum Photographer G.O.(P)No.11/2009/SW D, dated 10.02.2009	1)Ability to perform 2)Using camera 3)Computing 4)Editing 5)Field Work 6)Creativity etc. S,W, ST, MF, SE, R, WR, H, C, O	<u>For Visually Impaired</u> Not allowed		
			<u>Deaf and Hard of Hearing</u>	HH with reasonable communication skills as assessed by WHODAS 2	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Functional both upper extremities with independent ambulation	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild-moderate) CP (upto GMFCS-level-3 disability -51-60%) with MACS- level-2 SLD (pending gazette notification) Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom	(Moderate)	

20	Clerk-cum-Accountant G.O.(P)No.11/2009/S WD, dated 10.02.2009	1)Writing 2)Reading 3)Comprehending 4) Computing & Typing 5)Accounting 6)Logical analysing 7)Interpreting 8)Memorising 9)Communicating 10)Recognising 11)Accounting 12)Handling registers 13)Numerical knowledge 14)Banking activities 15)Maintaining Valuable documents etc. S,W MF, SE, RW, H,C	<u>For Visually Impaired</u> Moderate Visual Impairment 40-60 % (Category III a,b,c)	Low Vision III a- 40% III b- 50% III c – 60%	Visual Assistive devices
			<u>Deaf and Hard of Hearing</u>	HH with reasonable communication skills as assessed by WHODAS 2,	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Sitting balance with functional both upper extremities	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild) CP (upto GMFCS-level-3 disability -51-60%) with MACS-level-2 SLD (pending gazette notification) Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom	Mental Illness 40-70% (Moderate)	

21	Clerk-cum-Store Keeper G.O.(P)No.11/2009/ SWDdated 10.02.2009 Store Clerk G.O.(P)No.11/2009/ SWDdated 10.02.2009	1)Writing 2)Reading 3)Comprehending 4)Computing & Typing 5)Accounting 6)Logical analysing 7)Interpreting 8)Memorising 9)Communicating 10)Recognising 11)Maintaining registers 12)Stocking 13)Field purchase 14)Handling dangerous goods etc. S,W MF, SE, RW, H,C	<u>For Visually Impaired</u> Not Allowed		
			<u>Deaf and Hard of Hearing</u>	HH with reasonable communication skills as assessed by WHODAS 2	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Independent ambulation with functional upper and lower extremities.	Locomotor disability 40% to 60% (moderate disability)	Mobility and adaptive devices
			<u>Category IV</u> ASD (ISSA-mild-moderate) CP (upto GMFCS-level-3 disability -51-60%) with MACS-level-2 SLD (pending gazette notification) Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
		<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom	Mental Illness 40-70% (Moderate)		
22	Computer Operator	1)Using of Internet 2)Intranet data Entry	<u>For Visually Impaired</u>	Low Vision III a- 40%	Visual Assistive devices

G.O.(P)No.11/2 009/SWD dated 10.02.2009	3)Maintenance of Computer etc. S, MF, SE, RW, H,C	Moderate Visual Impairment 40-60 % (Category III a,b,c)	III b- 50% III c – 60%	
		<u>Deaf and Hard of Hearing</u>	HH with reasonable communication skills as assessed by WHODAS 2	Hearing Aids, Assistive devices and/or Implantable Devices
		<u>Locomotor disability</u> Sitting balance with atleast one functional upper extremity	Locomotor disability 40% and above	Mobility and adaptive devices
		<u>Category IV & V</u> ASD (ISSA-mild-moderate) CP (upto GMFCS-level-3 disability -51- 60%)with MACS-level-2 SLD (pending gazette notification) Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
		<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom	Mental Illness 40-70% (Moderate)	

23	Library Assistant G.O.(P)No.11/2009/SWDDated 10.02.2009	1)Assisting the Librarian 2)Engaging in Physical Activities including ordering of books Shelf arranging etc. S, ST, W, R, WR, H, C, L, BN	<u>For Visually Impaired</u> Moderate Visual Impairment 40-60 % (Category III a,b,c)	Low Vision III a- 40% III b- 50% III c – 60%	Visual Assistive devices
			<u>Deaf and Hard of Hearing</u>	HH with reasonable communication skills as assessed by WHODAS 2 ,	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Functional both upper extremities, independent ambulation and able to climb stairs	Locomotor disability 40% to 60% (moderate disability)	Mobility and adaptive devices
			<u>Category IV</u> ASD (ISSA-mild-moderate) CP (upto GMFCS-level-3 disability - 51-60%) with MACS-level-2 SLD (pending gazette notification) Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or Cognitive symptoms and /or extra pyramidal symptoms Moderate Intellectual disability	Mental Illness 40-70% (Moderate) IDD- IQ: 55-69 (VSNS) (50%)	

24	Record- cum Store Keeper G.O.(P)No.11/2009/S WDdated 10.02.2009	1)Maintaining Registers 2)Stocking & distribution 3) field purchase 4)Handling dangerous good etc.	<u>For Visually Impaired</u> Not Allowed		
	Record keeper G.O.(P)No.11/2009/S WDdated 10.02.2009	S, ST, L, MF, SE, RW, H,C, BN	<u>Deaf and Hard of Hearing</u>	HH LV	Hearing Aids, Assistive devices and/or Implantable Devices
	Store cum Record keeper G.O.(P)No.11/2009/S WDdated 10.02.2009		<u>Locomotor disability</u> Independent ambulation with functional upper and lower extremities	Locomotor disability 40% to 60% (moderate disability)	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild) CP (upto GMFCS-level-3 disability -51-60%) with MACS-level-2 SLD (pending gazette notification) Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom	Mental Illness 40-70% (Moderate)	

25	Store Assistant G.O.(P)No.11/2009 /SWDDated 10.02.2009	1)Writing 2)Reading 3)Comprehending 4)Computing & Typing 5)Accounting 6)Logical analysing 7)Interpreting 8)Memorising 9)Communicating 10)Recognising 11)Maintaining Registers 12)Stocking & distribution 13)field purchase 14)Handling dangerous good etc. S, ST, L, MF, SE, R, WR, H, C, BN	<u>For Visually Impaired</u> Not Allowed		
			<u>Deaf and Hard of Hearing</u>	HH with reasonable communication skills as assessed by WHODAS 2, HH,LV	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Independent ambulation with functional upper and lower extremities	Locomotor disability 40% to 60% (moderate disability)	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild) CP (upto GMFCS-level-3 disability - 51-60%) with MACS-level-2 SLD (pending gazette notification) Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or Cognitive symptoms and /or extra pyramidal symptoms	Mental Illness 40-70% (Moderate)	

26	Tally clerk G.O.(P)No.11/2009/SWDDated 10.02.2009	1)Writing 2)Reading 3)Comprehending 4)Computing & Typing 5)Accounting 6)Logical analysing 7)Interpreting 8)Memorising 9)Communicating 10)Recognising 11)Accounting 12)Handling registers 13)Numerical knowledge 14)Banking activities 15)Accounting S, MF, SE, H, C	<u>For Visually Impaired</u> Moderate Visual Impairment 40-60 % (Category III a,b,c)	Low Vision III a- 40% III b- 50% III c – 60%	Visual Assistive devices
			<u>Deaf and Hard of Hearing</u>	HH LV OA OL BL	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Sitting balance with atleast one functional upper extremity	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild) CP (upto GMFCS-level-3 disability - 51-60%) with MACS-level-2 SLD (pending gazette notification) Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or cognitive symptoms and extra pyramidal symptom	Mental Illness 40-70% (Moderate)	

27	Typist Gr.II G.O.(P)No.11/2009/SWDDated 10.02.2009	1)Computing 2)Using of internet & intranet 3)reading etc S, ST, L, MF, SE, R, WR, H,C,BN	<u>For Visually Impaired</u> Moderate Visual Impairment 40-60 % , (Category III a,b,c)	Low Vision III a- 40% III b- 50% III c – 60%	Visual Assistive devices
			<u>Deaf and Hard of Hearing</u>	HH with reasonable communication skills as assessed by WHODAS 2 HH LV	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Sitting balance with functional both upper extremities	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild-moderate) CP (upto GMFCS-level-3 disability - 51-60%) with MACS-level-2 SLD (pending gazette notification) Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%		Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Any mental illness currently in remission without prominent negative or Cognitive symptoms and /or extra pyramidal symptoms	Mental Illness 40-70% (Moderate)	

1	Office Assistant G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Messenger Work 2)Field work 3)Two wheeler riding 4)Telephone attending 5)Photocopying 6)Physically supporting works 7)Stationery Purchase etc. S, ST, W, L, MF, SE, H, C, P, HO, BA, BL,PP	<u>For Visually Impaired</u> Not allowed, Driving licence not issued		
			<u>Deaf and Hard of Hearing</u> S,ST,W,L MF, SE, , H,C	HH with reasonable communication skills as assessed by WHODAS 2 HH LV	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Independent ambulation with functional upper and lower extremities.	Locomotor disability 40% to 60% (moderate disability)	Mobility and adaptive devices
			ASD (ISSA-mild-moderate) CP (upto GMFCS-level-2 disability -40-50%) with MACS-level-2 SLD-pending gazette notification Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Mental Illness Intellectual Disability	Mental Illness 40-70%(Moderate) IDD- IQ: 55-69 (VSNS) (50%)	

2	Telephone Attendant G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Attending Telephone 2)Communicating 3)Probing 4)Reading 5)Writing etc.			
		S, ST, W, MF, SE, H, C, P, HO, OA	Locomotor Disability Sitting balance with atleast one functional upper extremity	Locomotor disability 40% and above	Mobility and adaptive devices

3	Lift Operators G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Maintenance and Operation of Lift. S,ST, W, SE, C, MF, OA,	<u>For Visually Impaired</u> Low Vision & Blindness (just for operation of lift)	Low Vision III a- 40% III b- 50% III c – 60%	Visual Assistive devices
			<u>Deaf and Hard of Hearing</u> S,ST,W, SE,	HH with reasonable communication skills as assessed by WHODAS 2	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Sitting balance with atleast one functional upper extremity	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild and moderate) CP (upto GMFCS-level-3 disability - 51-60%) with MACS-level-2 SLD (pending gazette notification) Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices

4	Female Attendant G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Caring 2)Nuring 3)Cleaning S, ST, W, BA, BL,	<u>For Visually Impaired</u> Moderate Visual Impairment 40-60 % (Category III a,b,c)	Low Vision III a- 40% III b- 50% III c – 60%	Visual Assistive devices
			<u>Deaf and Hard of Hearing</u>	HH with reasonable communication skills as assessed by WHODAS 2 HH LV	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Independent ambulation with functional upper and lower extremities	Locomotor disability 40% to 60% (Moderate disability)	Mobility and adaptive devices
			Category IV & V ASD (ISSA-mild and moderate) CP (upto GMFCS-level-3 disability - 51-60%) with MACS-level-2 SLD (pending gazette notification) Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Mental Illness Intellectual Disability	Mental Illness 40-70%(Moderate) IDD- IQ: 55-69 (VSNS)(50%)	

5	Packer G.O.(P)No.1 /13/SJD dated 03.01.2013	1)Packing and despatching Works.	<u>For Visually Impaired</u> Machinery Packing it is dangerous		
			<u>Deaf and Hard of Hearing</u>	HH with reasonable communication skills as assessed by WHODAS 2	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Sitting balance with functional both upper extremities	Locomotor disability 40% and above	Mobility and adaptive devices
			<u>Category IV & V</u> ASD (ISSA-mild) CP (upto GMFCS-level-2 disability - 40-50%) with MACS-level-2 SLD-pending gazette notification Multiple Disability including the above identified combinations Adaptive skills VSMS- minimum 75%	CP, ASD, SLD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices
			<u>Mental Illness & Intellectual Disability</u> Mental Illness Intellectual Disability	Mental Illness 40-70%(Moderate) IDD- IQ: 55-69 (VSNS) (50%)	

6	Gardner G.O.(P)No.1 /13/SJD dated 03.01.2013	1 Gardening & Labour Works	<u>For Visually Impaired</u> Not allowed		
			<u>Deaf and Hard of Hearing</u>	HH with reasonable communication skills as assessed by WHODAS 2 HH LV Mild ID	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Independent ambulation with functional both upper extremities and at least one lower extremity.	Locomotor disability 40% to 60% (moderate disability)	Mobility and adaptive devices
			ASD (ISSA-mod and severe Multiple Disability including the above identified combinations	ASD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Mental Illness & Intellectual Disability</u> Mental Illness Intellectual Disability	Mental Illness 40-70% (Moderate) IDD- IQ: 55-69 (VSNS) (50%)	Mobility and adaptive devices Assistive Communication Devices

7	Cleaner G.O.(P)No.11/2009/SW D dated 10-02- 2009	1)Sanitary Works 2) cleaning 3) Using of Cleaning agents etc.	<u>For Visually Impaired</u>			
			Hazard on due to chemical burn which using cleaning agent			
			<u>Deaf and Hard of Hearing</u>	HH with reasonable communication skills as assessed by WHODAS 2 HH LV	Hearing Aids, Assistive devices and/or Implantable Devices	
			<u>Locomotor disability</u>	Independent ambulation with functional both upper extremities and atleast one lower extremity	Locomotor disability 40% to 60% (moderate disability)	Mobility and adaptive devices
			ASD (ISSA-mod and severe Multiple Disability including the above identified combinations	ASD	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices	
<u>Mental Illness & Intellectual Disability</u>	Mental Illness Intellectual Disability	Mental Illness 40-70%(Moderate) IDD- IQ: 55-69 (VSNS) (50%)	Mobility and adaptive devices Assistive Communication Devices			

8	Sweeper (Full Time & Part-time) G.O.(P)No.11/2009/ SWD dated 10.02.2009	1)Cleaning 2)Sweeping Disposal works 3)Waste 4)Labour	<u>For Visually Impaired</u> Moderate Visual Impairment 40-60 % (Category III a,b,c)	Low Vision III a- 40% III b- 50% III c – 60%	Visual Assistive devices
			<u>Deaf and Hard of Hearing</u>	HH Moderate LV Mild ID	Hearing Aids, Assistive devices and/or Implantable Devices
			<u>Locomotor disability</u> Independent ambulation with functional both upper extremities and atleast one lower extremity	Locomotor disability 40% to 60% (moderate disability)	Mobility and adaptive devices
			Multiple Disability including the above identified combinations <u>Mental Illness & Intellectual Disability</u> Mental Illness Intellectual Disability	Mental Illness 40-70%(Moderate) IDD- IQ: 55-69 (VSNS) (50%)	Visual Assistive devices Hearing Aids, Assistive devices and/or Implantable Devices Mobility and adaptive devices Assistive Communication Devices

JOB ORIENTED PHYSICAL AND FUNCTIONALITY CERTIFICATION

Recent passport
size attested
photograph of the
person with
disability.

Certificate No:**Date of issue:**

This is to certify that I have carefully examined Shri/Smt/Kum _____
son/wife/daughter of Shri _____ Date of Birth (DD/MM/YY) ___/___/___ Age
___ years, male/female _____ with disability certificate No. _____

Permanent resident of House No. _____ Ward/Village/Street _____ Post Office
_____ District _____ State Kerala, whose photograph is affixed above, has
been evaluated for the job oriented physical and functional capabilities, and is shown against the
physical requirement and Categories of disability.

Physical Requirement

Please mark "yes" if physical requirement is present, Strike out if the requirement is not present

Example: One Arm – if present - [Yes] One Arm – if absent - [X]

1	One Arm (OA)		15	Kneeling & Crouching (KC)	
2	One Leg (OL)		16	Lifting (L)	
3	One Arm and One Leg (OAL)		17	Movement (M)	
4	Both Arms (BA)		18	Manipulation by Fingers (MF)	
5	Both Leg (BL)		19	Observing (Watching) (O)	
6	Both Legs and Arms (BLA)		20	Picking (P)	
7	Both Legs and One Arm (BLOA)		21	Pulling and Pushing (PP)	
8	Bending (BN)		22	Reading (R)	
9	Communication (C)		23	Seeing (SE)	
10	Climbing (CL)		24	Sitting (S)	
11	Crawling (CRL)		25	Standing (ST)	
12	Hearing (H)		26	Walking (W)	
13	Holding (HO)		27	Writing (WR)	
14	Jumping (JU)				

Jasmin Thomas
S.O. SJD

Categories of Disability			
I Visual Impairment (VI)			
Ia	Blindness (B) Category IV a - 90% IV b - 100%		Ib Low Vision (LV) Category IIIa (Low Vision 40%) IIIb (Low Vision 50%) IIIc (Low Vision 60%) IIId (Low Vision 70%) IIIe (Low Vision 80%)
II Hearing Impairment (HI)			
IIa	Deaf (D) (70dB loss in BE) Communication as assessed in WHODAS 2 _____ %		IIb Hard of Hearing(HH)(60-70dB loss in BE)
IIc	Speech and Language Disability (SL) _____ %		
III. Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy;			
IIIa	Dwarfism (DW) _____ % Communication as assessed in WHODAS 2 _____ %		IIIe Cerebral Palsy (CP) GMFCS Level I (<40%) Level II (40-50%) Level III (51-60%) Level IV (61-79%) Level V (80% or more) MACS Level I (20%) Level II (30%) Level III (40%) Level IV (55%) Level V (70% or more)
IIIb	Leprosy Cured (LC) WHO Grading Grade 0 Grade 1 Grade 2		
IIIc	Muscular Dystrophy (MD) _____ %		IIId Acid Attack Victims (AAV) _____ %
Category IV			
IVa	Autism (ASD)		IVb Specific Learning Disability (SLD) _____ %
IVc	Intellectual Disability (ID) VSMS Score Disability - 100% Disability - 90% Disability - 75% Disability - 50% Disability - 25%		IVd Mental Illness (MI) IDEAS Scoring 0-No disability 1-Mild 2-Moderate 3=Severe 4=Profound
V	Category V - Multiple Disability		
	Disability 1%	2 Disabilities - $a + [b \times (90-a)] / 90$ if $a > b$	
	Disability 2%	Overall Disability Percentage%	

(Guidelines for evaluation of various disabilities and procedure for certification, Jan 5, 2018, Gazette of India)

Authorised Signatory of notified Medical Authority
Name and seal