

GROUP 'A' (Officers -Assistant Managers)

Benchmark Disabilities identified suitable for various posts in Small Industries Development Bank of India in terms of RPWD Act 2016

Posts	Functional Requirements	Categories for which identified	Nature of disability suitable for the posts
Officers Grade 'A' (Assistant Manager)	S-Sitting, W-Walking, MF-Manipulation with Fingers, RW-Reading & Writing, SE-Seeing, C -Communication	Category (a)	B=Blind, LV=Low Vision
		Category (b)	HH= Hard of Hearing
		Category (c)	OA=One Arm affected, OL=One Leg affected, BA=Both Arms affected, BL=Both Leg affected, OAL=One Arm and One Leg affected, BLOA=Both Leg & One Arm affected , BLA=Both Legs Arms affected, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, MDy= Muscular Dystrophy (Spinal Deformity (SD)/ Spinal Injuries(SI) without associated limb dysfunction shall be covered under respective sub category of OA, OL, BA, BL, OAL, BLOA and BLA) Spinal Deformity (SD) without neurological/ limb dysfunction
		Category (d)	ASD(M)= Autism Spectrum Disorder (Mild) MI= Mental Illness
		Category (e)	MD=Multiple Disabilities (involving (a) to (d) above)



GROUP 'A' (Other Services- Assistant Managers)

Benchmark Disabilities identified suitable for various posts in Small Industries Development Bank of India in terms of RPWD Act 2016

Posts	Functional Requirements	Categories for which identified	Nature of disability suitable for the posts
Officer Grade 'A' (Assistant Manager) [Rajbhasha/Hindi]	S-Sitting, RW-Reading & Writing, SE-Seeing, C -Communication,	Category (a)	B=Blind, LV=Low Vision
		Category (b)	D=Deaf, HH= Hard of Hearing
		Category (c)	OA=One Arm affected, OL=One Leg affected, BA=Both Arms affected, BL=Both Leg affected, OAL=One Arm and One Leg affected, BLOA=Both Leg & One Arm affected, BLA=Both Legs Arms affected, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, MDy= Muscular Dystrophy (Spinal Deformity (SD)/ Spinal Injuries(SI) without associated limb dysfunction shall be covered under respective sub category of OA, OL, BA, BL, OAL, BLOA and BLA) Spinal Deformity (SD) without neurological/ limb dysfunction
		Category (d)	ASD(M)= Autism Spectrum Disorder (Mild) SLD= Specific Learning Disability MI= Mental Illness
		Category (e)	MD=Multiple Disabilities (involving (a) to (d) above)
Officer Grade 'A' (Assistant Manager) [Legal]	S-Sitting, ST-Standing, RW-Reading & Writing, H-Hearing, C -Communication, MF-Manipulation with Fingers	Category (a)	B=Blind, LV=Low Vision
		Category (b)	HH= Hard of Hearing
		Category (c)	OA=One Arm affected, OL=One Leg affected, BA=Both Arms affected, BL=Both Leg affected, OAL=One Arm and One Leg affected, BLOA=Both Leg & One Arm affected, BLA=Both Legs Arms affected, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, MDy= Muscular Dystrophy (Spinal Deformity (SD)/ Spinal Injuries(SI) without associated limb dysfunction shall be covered under respective sub category of OA, OL, BA, BL, OAL, BLOA and BLA) Spinal Deformity (SD) without neurological/ limb dysfunction
		Category (d)	SLD= Specific Learning Disability MI= Mental Illness
		Category (e)	MD=Multiple Disabilities (involving (a) to (d) above)



Posts	Functional Requirements	Categories for which identified	Nature of disability suitable for the posts
Officer Grade 'A' (Assistant Manager) [Systems]	S-Sitting, W-Walking, RW-Reading & Writing, SE-Seeing, C -Communication, MF-Manipulation with Fingers	Category (a)	B=Blind, LV=Low Vision
		Category (b)	D=Deaf, HH= Hard of Hearing
		Category (c)	OA=One Arm affected, OL=One Leg affected, BA=Both Arms affected, BL=Both Leg affected, OAL=One Arm and One Leg affected, CP=Cerebral Palsy LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims,
		Category (d)	ASD(M)= Autism Spectrum Disorder (Mild) MI= Mental Illness
		Category (e)	MD=Multiple Disabilities (involving (a) to (d) above)
Officer Grade 'A' (Assistant Manager)[Premises]	S-Sitting, ST-Standing, W-Walking, BN-Bending, L-Lifting, KC-Kneeling &Crouching, RW-Reading & Writing, SE-Seeing, C -Communication, H-Hearing, MF-Manipulation with Fingers	Category (a)	D=Deaf, HH= Hard of Hearing
		Category (b)	OA=One Arm affected, OL=One Leg affected, CP=Cerebral Palsy LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims,
		Category (c)	SLD= Specific Learning Disability, MI= Mental Illness
		Category (d)	MD=Multiple Disabilities (involving (a) to (c) above)
Officer Grade 'A' (Assistant Manager) [Economist]	S-Sitting, W-Walking, RW-Reading & Writing, SE-Seeing, C -Communication, MF-Manipulation with Fingers	Category (a)	B=Blind, LV=Low Vision
		Category (b)	D=Deaf, HH= Hard of Hearing
		Category (c)	OA=One Arm affected, OL=One Leg affected, BA=Both Arms affected, BL=Both Leg affected, OAL=One Arm and One Leg affected, CP=Cerebral Palsy LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims,
		Category (d)	ASD(M)= Autism Spectrum Disorder (Mild) MI= Mental Illness,
		Category (e)	MD=Multiple Disabilities (involving (a) to (d) above)



Posts	Functional Requirements	Categories for which identified	Nature of disability suitable for the posts
Officer Grade 'A' (Assistant Manager) [Hospitality & Protocol]	S-Sitting, ST-Standing, W-Walking, BN-Bending, L-Lifting, RW-Reading & Writing, SE-Seeing, C -Communication, MF-Manipulation with Fingers	Category (a)	B=Blind, LV=Low Vision
		Category (b)	D=Deaf, HH= Hard of Hearing
		Category (c)	OA=One Arm affected, OL=One Leg affected, OAL=One Arm and One Leg affected, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims,
		Category (d)	ASD(M, MoD)= Autism Spectrum Disorder (Mild, Moderate) MI= Mental Illness,
		Category (e)	MD=Multiple Disabilities (involving (a) to (d) above)
Grade A- Officer Grade 'A' [Private Secretary]	S-Sitting, ST_ Standing, W-Walking, BN-Bending, RW-Reading & Writing, SE-Seeing, C -Communication, H-Hearing	Category (a)	B=Blind, LV=Low Vision
		Category (b)	D=Deaf, HH= Hard of Hearing
		Category (c)	OA=One Arm affected, OL=One Leg affected, BL=Both Leg affected, OAL=One Arm and One Leg affected, CP=Cerebral Palsy LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims,
		Category (d)	ASD= Autism Spectrum Disorder, SLD=Specific Learning Disability, MI= Mental Illness,
		Category (e)	MD=Multiple Disabilities (involving (a) to (d) above)



GROUP 'A' (Officers - Managers)

Benchmark Disabilities identified suitable for various posts in Small Industries Development Bank of India in terms of RPWD Act 2016

Posts	Functional Requirements	Categories for which identified	Nature of disability suitable for the posts
Officers Grade 'B' (Manager)	S-Sitting, W-Walking, MF-Manipulation with Fingers, RW-Reading & Writing, SE-Seeing, C -Communication	Category (a)	B=Blind, LV=Low Vision
		Category (b)	HH= Hard of Hearing
		Category (c)	OA=One Arm affected, OL=One Leg affected, BA=Both Arms affected, BL=Both Leg affected, OAL=One Arm and One Leg affected, BLOA=Both Leg & One Arm affected , BLA=Both Legs Arms affected, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims,
		Category (d)	ASD(M)= Autism Spectrum Disorder (Mild) MI= Mental Illness
		Category (e)	MD=Multiple Disabilities (involving (a) to (d) above)



GROUP 'A' (Other Services - Managers)

Benchmark Disabilities identified suitable for various posts in Small Industries Development Bank of India in terms of RPWD Act 2016

Posts	Functional Requirements	Categories for which identified	Nature of disability suitable for the posts
Officer Grade 'B' (Manager)[Legal]	S-Sitting, ST-Standing, RW-Reading & Writing, H-Hearing, C -Communication, MF-Manipulation with Fingers	Category (a)	B=Blind, LV=Low Vision
		Category (b)	HH= Hard of Hearing
		Category (c)	OA=One Arm affected, OL=One Leg affected, BA=Both Arms affected, BL=Both Leg affected, OAL=One Arm and One Leg affected, BLOA=Both Leg & One Arm affected, BLA=Both Legs Arms affected, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, MDy= Muscular Dystrophy (Spinal Deformity (SD)/ Spinal Injuries(SI) without associated limb dysfunction shall be covered under respective sub category of OA, OL, BA, BL, OAL, BLOA and BLA) Spinal Deformity (SD) without neurological/ limb dysfunction
		Category (d)	SLD= Specific Learning Disability MI= Mental Illness
		Category (e)	MD=Multiple Disabilities (involving (a) to (d) above)
Officer Grade 'B' (Manager)[Systems]	S-Sitting, W-Walking, RW-Reading & Writing, SE-Seeing, C -Communication, MF-Manipulation with Fingers	Category (a)	B=Blind, LV=Low Vision
		Category (b)	D=Deaf, HH= Hard of Hearing
		Category (c)	OA=One Arm affected, OL=One Leg affected, BA=Both Arms affected, BL=Both Leg affected, OAL=One Arm and One Leg affected, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims,
		Category (d)	ASD(M)= Autism Spectrum Disorder (Mild) MI= Mental Illness
		Category (e)	MD=Multiple Disabilities (involving (a) to (d) above)



Posts	Functional Requirements	Categories for which identified	Nature of disability suitable for the posts
Officer Grade 'B' (Manager)[Premises]	S-Sitting, ST-Standing, W-Walking, BN-Bending, L-Lifting, KC-Kneeling &Crouching, RW-Reading & Writing, SE-Seeing, C -Communication, H-Hearing, MF-Manipulation with Fingers	Category (a)	D=Deaf, HH= Hard of Hearing
		Category (b)	OA=One Arm affected, OL=One Leg affected, CP=Cerebral Palsy Cured, LC=Leprosy Dw=Dwarfism, AAV=Acid Attack Victims,
		Category (c)	SLD= Specific Learning Disability, MI= Mental Illness
		Category (d)	MD=Multiple Disabilities (involving (a) to (c) above)
Officer Grade 'B' (Manager)[Economist]	S-Sitting, W-Walking, RW-Reading & Writing, SE-Seeing, C -Communication, MF-Manipulation with Fingers	Category (a)	B=Blind, LV=Low Vision
		Category (b)	D=Deaf, HH= Hard of Hearing
		Category (c)	OA=One Arm affected, OL=One Leg affected, BA=Both Arms affected, BL=Both Leg affected, OAL=One Arm and One Leg affected, CP=Cerebral Palsy Cured, LC=Leprosy Dw=Dwarfism, AAV=Acid Attack Victims,
		Category (d)	ASD(M)= Autism Spectrum Disorder (Mild) MI= Mental Illness,
Officer Grade 'B' (Manager) [Hospitality & Protocol]	S-Sitting, ST-Standing, W-Walking, BN-Bending, L-Lifting, RW-Reading & Writing, SE-Seeing, C -Communication, MF-Manipulation with Fingers	Category (a)	B=Blind, LV=Low Vision
		Category (b)	D=Deaf, HH= Hard of Hearing
		Category (c)	OA=One Arm affected, OL=One Leg affected, OAL=One Arm and One Leg affected, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims,
		Category (d)	ASD(M, MoD)= Autism Spectrum Disorder (Mild, Moderate) MI= Mental Illness,
		Category (e)	MD=Multiple Disabilities (involving (a) to (d) above)



GROUP 'C' (Clerical)

Benchmark Disabilities identified suitable for various posts in Small Industries Development Bank of India in terms of RPWD Act 2016

Posts	Functional Requirements	Categories for which identified	Nature of disability suitable for the posts
Development Assistant	S-Sitting, W-Walking, MF-Manipulation with Fingers, RW-Reading & Writing, SE-Seeing, H-Hearing, C - Communication	Category (a)	B=Blind, LV=Low Vision
		Category (b)	D=Deaf, HH= Hard of Hearing
		Category (c)	OA=One Arm affected, OL=One Leg affected, BA=Both Arms affected, BL=Both Leg affected, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, MDy= Muscular Dystrophy (Spinal Deformity (SD)/ Spinal Injuries(SI) without associated limb dysfunction shall be covered under respective sub category of OA, OL, BA, BL) Spinal Deformity (SD) without neurological/ limb dysfunction
		Category (d)	ASD(M)= Autism Spectrum Disorder (Mild), ID= Intellectual Disability, SLD= Specific Learning Disability, MI= Mental Illness
		Category (e)	MD=Multiple Disabilities (involving (a) to (d) above)
Assistant Caretaker/ Caretaker	S-Sitting, ST-Standing, W-Walking, BN-Bending, MF-Manipulation with Fingers, RW-Reading & Writing, SE-Seeing	Category (a)	D=Deaf, HH= Hard of Hearing
		Category (b)	OA=One Arm affected, OL=One Leg affected, BA=Both Arms affected, OAL=One Arm and One Leg affected, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, MDy= Muscular Dystrophy (Spinal Deformity (SD)/ Spinal Injuries(SI) with associated limb dysfunction shall be covered under respective sub category of OA, OL, BA, OAL,) Spinal Deformity (SD) with neurological/ limb dysfunction
		Category (c)	ASD(M)= Autism Spectrum Disorder (Mild), SLD= Specific Learning Disability, MI= Mental Illness
		Category (d)	MD=Multiple Disabilities (involving (a) to (c) above)



GROUP 'D' (Sub-staff)

Benchmark Disabilities identified suitable for various posts in Small Industries Development Bank of India in terms of RPWD Act 2016

Posts	Functional Requirements	Categories for which identified	Nature of disability suitable for the posts
Office Attendant/ Driver cum Office Attendant	S-Sitting, ST-Standing, W-Walking, MF-Manipulation with Fingers SE-Seeing	Category (a)	B=Blind, LV=Low Vision
		Category (b)	D=Deaf, HH= Hard of Hearing
		Category (c)	OA=One Arm affected, OL=One Leg affected, OAL=One Arm and One Leg affected, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims,
		Category (d)	ASD(M, MoD)= Autism Spectrum Disorder (Mild, Moderate), ID= Intellectual Disability, SLD= Specific Learning Disability, MI= Mental Illness
		Category (e)	MD=Multiple Disabilities (involving (a) to (d) above)


