

No.A.11013/1/2008-P&AR(GSW)
Government of Mizoram
Department of Personnel and Administrative Reforms
(General Service Wing)

Mizoram Secretariat, MINECO
Dated Aizawl, the 1st September, 2023

OFFICE MEMORANDUM

Subject: Inclusion of eligible officers who are due to retire before the likely date of vacancies, in the zone of consideration/panel for promotion- Regarding.

Attention is drawn to this department's Office Memorandum No-A.32012/1/2011-P&AR(GSW) Dt 28.02.2018 regarding the consideration of retired employees who were within the zone of consideration in the relevant year(s) but are not actually in service when the DPC is held or on the likely date of vacancies.

2. The government has observed that departments frequently fail to include such eligible officers who are retiring prior to the occurrence of the vacancy in the panel year in the agenda papers that are to be considered by the relevant DPC. These undesirable trends are contrary to the fundamental principles of natural justice.

3. Despite the fact that the aforementioned OM provided the preparation of a reserved panel in the case of retired employees, concerns have been raised that there is no specific bar in the aforementioned Office Memorandum dated February 02, 2018 or any other related instructions of the Department of Personnel and Administrative Reforms (General Service Wing) for consideration of retired employees while preparing year-wise panel(s), who were within the zone of consideration. However, it would not be in order if eligible employees, who were within the zone of consideration for the relevant year(s) but are not actually in service when the DPC is being held or on the likely date of vacancies, are not considered while preparing year-wise zone of consideration/panel and, consequently, their juniors are considered (in their places), who would not have been in the zone of consideration if the DPC(s) had been held in time. This is considered imperative to identify the correct zone of consideration for the relevant Year(s). Names of the retired officials shall also be included in the zone of consideration/panel. Such retired officials, however, would have no right to actual promotion. The DPC(s) may, if need be, prepare a reserved Select list in accordance with the principles outlined in Office Memorandum No-A.32012/1/2011-P&AR (GSW) Dt 28.02.2018 of the Department of Personnel and Administrative Reforms (General Service Wing).

4. All Departments are therefore advised to strictly adhere to these instructions, as well as the instructions of the Department of Personnel and Administrative Reforms (General Service Wing) Office Memorandum No-A.32012/1/2011-P&AR (GSW) Dt 28.02.2018.

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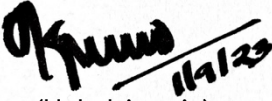
5. It is imperative that all Administrative Departments take immediate action to effectively communicate these instructions to all concerned, including attached and subordinate offices.

Sd/-R. Lalramnghaka
Secretary to the Govt. of Mizoram

Memo No.A.11013/1/2008 -P&AR (GSW) : Dated Aizawl, the 1st September, 2023

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4. P.S. to Speaker/Ministers/Deputy Speaker/Ministers of State, Mizoram.
5. Sr. PPS to Chief Secretary, Mizoram.
6. PS to all Principal Secretaries, Commissioners, Secretaries & Special Secretaries, Mizoram.
7. All administrative departments.
8. Secretary, MPSC/MSEC/MSIC/Lok Ayukta
9. All Heads of Departments.
10. All Deputy Commissioners, Mizoram.
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(H. Lalrinpuia)

Deputy Secretary to the Govt. of Mizoram


11/9/23