

No.A.11019/15/2024-P&AR(GSW)
Government of Mizoram
Department of Personnel and Administrative Reforms
(General Service Wing)

Mizoram Secretariat, MINECO
Aizawl, the 29th April, 2025

OFFICE MEMORANDUM

Subject: Reservations and other concessions in public appointments.

The State Government has been issuing instructions from time to time regarding the policy of reservation in appointments to posts and services under the State Government, and concessions/relaxations extended to Scheduled Castes (SCs), Scheduled Tribes (STs), Other Backward Classes (OBCs), Persons with Disabilities (PwDs), Ex-servicemen, etc.

2. With a view to facilitating easy accessibility and clear understanding of the instructions on reservation/concessions/relaxations, the relevant instructions on the subject have been consolidated, as under:

i) Reservation for Persons with Benchmark Disabilities:

As per this Department's **O.M. No. A-12027/1/2011-P&AR(GSW) Dated 18.02.2019**, four percent of the total number of vacancies in direct recruitment to each Group A, B, C, and D post shall be reserved for Persons with Benchmark Disabilities. The posts identified for reservation have been notified by the Government in accordance with sub-section (1) of section 33 of the Rights of Persons with Disabilities Act, 2016 (XX of 2016). *For details, please refer to the DP&AR Website: <https://dpar.mizoram.gov.in/> OM/Notification→Category →Persons with Benchmark Disabilities.*

ii) Reservation for Ex-servicemen:

According to **the Mizoram Ex-servicemen (Re-employment in Civil Posts) Rules, 2019, notified vide No. A-12027/1/2016-P&AR(GSW) Dated 10.10.2019** and published in the Mizoram Gazette Extraordinary Issue No. 660 of 2019, five percent of the vacancies in direct recruitment to Group 'B' (Non-Gazetted), Group 'C' and Group 'D' posts in any recruitment year shall be reserved for ex-servicemen. The rules also provide for other concessions to ex-servicemen. *For details, please refer to the DP&AR Website: <https://dpar.mizoram.gov.in/> OM/Notification→Category →Ex-servicemen.*

iii) Recruitment and Promotion of Meritorious Sportspersons:

As per the comprehensive instructions issued vide **No. A-12032/1/2019-P&AR(GSW) Dated 14.11.2019**, five percent of the vacancies in direct recruitment to Group 'B', Group 'C' and Group 'D' posts, as per the recruitment rules, can be reserved for meritorious sportspersons, subject to the functional requirements of the departments concerned. *For details, please refer to the DP&AR Website: <https://dpar.mizoram.gov.in/> OM/Notification→Category →Sportsperson.*


29/4/25

iv) Incentives for Home Guard Volunteers:

The Mizoram Home Guard Rules, 2010, issued vide **No. A.120181103-HM (HG) Dated 12th May, 2010** and published in the Mizoram Gazette Extraordinary Issue No. 158 of 2010, provided for the following incentives to Home Guard Volunteers for employment in Government services in various uniformed cadres (Group 'C' & 'D'):

- 1) Police: 10%
- 2) Excise and Narcotics: 5%
- 3) Environment and Forest: 5%
- 4) Prisons: 5%

For details, please refer to the DP&AR Website: <https://dpar.mizoram.gov.in/>
OM/Notification→Category→Home Guard.

v) Age Relaxation:

This Department's Office Memorandum **No. A-12011/1/2019-P&AR(GSW) dated 03.06.2019**, published in the Mizoram Gazette Extraordinary Issue No. 375 of 2019, prescribed the upper age limits for direct recruitment applicable to various categories of candidates. These age limits shall be applied mutatis mutandis in Recruitment/Service Rules which contain the standard savings clause on reservations and other concessions:


Sl. No.	Category of persons to whom relaxation of age limit is admissible	Categories of posts to which relaxation of upper age limit is admissible	Extent of relaxation of upper age limit
1	2	3	4
1)	Scheduled Castes and Scheduled Tribes	All posts filled by direct recruitment	5 years
2)	Other Backward Class	All posts filled by direct recruitment	3 years
3)	Persons with disabilities	All posts identified suitable for Persons with disabilities to be filled by direct recruitment	10 years
4)	Persons with disabilities belonging to Scheduled Castes/Scheduled Tribe category	All posts identified suitable for Persons with disabilities to be filled by direct recruitment	15 years
5)	Persons with disabilities belonging to Other Backward Class category	All posts identified suitable for Persons with disabilities to be filled by direct recruitment	13 years
6)	Candidates with three years continuous service in the State Government either on regular, work-charged, contract, muster roll or	All posts filled by direct recruitment. This is essentially for candidates as mentioned at Column (2) working in posts which are in the same line or	Up to 40 years of age (45 years for Scheduled Castes/Scheduled Tribes)


29/4/25

	adhoc/officiating basis including those working under Centrally Sponsored Schemes	allied cadres and where a relationship could be established that the service already rendered in a particular post will be useful for the efficient discharge of the duties of the post being advertised for filling up.	
7)	Ex-servicemen	All posts in Group 'B' (Non-Gazetted), Group 'C' & Group 'D' filled by direct recruitment	The period of military service shall be deducted from the actual age of the candidate and if the resultant age does not exceed the maximum age limit prescribed for the post mentioned in Column (3) for which he seeks appointment by more than three years, he shall be deemed to satisfy the condition regarding age limit
8)	Disabled Defence services personnel	Group 'C' & Group 'D' posts filled by direct recruitment	45 years (50 years for Scheduled Castes/Scheduled Tribes)
		Group 'A' & Group 'B' posts filled by direct recruitment	45 years (50 years for Scheduled Castes/Scheduled Tribes)
9)	Ex-personnel of Army Medical Corps (Short Service/Regular Commissioned Officer)	All posts requiring Medical qualification.	The period of military service shall be deducted from the actual age of the candidate and if the resultant age does not exceed the maximum age limit prescribed for the post mentioned in Column (3) for which he seeks appointment by more than three years, he shall be deemed to satisfy the


28/1/25

			condition regarding age limit
10)	Ex-servicemen Emergency Commissioned Officer (ECO)/Short Service Commissioned Officer (SSCO)	For direct recruitment to Group 'A' and Group 'B' posts, ex-servicemen and Commissioned Officers including ECOs/SSCOs who have rendered atleast 5 years military service and have been released on completion of assignment (including those whose assignment is due to be completion within 6 months) otherwise than by way of dismissal or discharge on account of physical disability attributable to military service or on invalidment	Five years
11)	Ex-General Reserve Engineer Force (GREF) Personnel	All posts filled by direct recruitment	The period of service in GREF shall be deducted from the actual age of the candidate and if the resultant age does not exceed the maximum age limit prescribed for the post mentioned in Column (3) for which he seeks appointment by more than three years, he shall be deemed to satisfy the condition regarding age limit
12)	Whole Time Cadet Instructors in National Cadet Corp (NCC) who were released from NCC after the expiry of their initial/extended tenure	All posts filled by direct recruitment	The period of service in NCC shall be deducted from the actual age of the candidate and if the resultant age does not exceed the maximum age limit prescribed for the post mentioned in Column (3) for which he seeks appointment by more than three years, he shall be deemed to satisfy the


 29/11/25

			condition regarding age limit
13)	Whole Time Cadet Instructors in National Cadet Corp (NCC) who were released from NCC before the expiry of their initial/extended tenure.	All posts filled by direct recruitment	The period of service in NCC shall be deducted from the actual age of the candidate and if the resultant age does not exceed the maximum age limit prescribed for the post mentioned in Column (3) for which he seeks appointment by more than three years, he shall be deemed to satisfy the condition regarding age limit provided the candidate has served in NCC for a period of not less than six months prior to his release from NCC
14)	Meritorious Sportspersons	All posts filled by direct recruitment	5 years
15)	Meritorious Sportspersons belonging to Scheduled Castes/Scheduled Tribes category	All posts filled by direct recruitment	10 years
16)	Retrenched State Government employees	For posts filled otherwise than through MPSC on the basis of competitive tests, i.e. filled through employment exchange	The period of service under the Government of Mizoram shall be deducted from the actual age of the candidate and if the resultant age does not exceed the maximum age limit prescribed for the post mentioned in Column (3) for which he seeks appointment by more than three years, he shall be deemed to satisfy the condition regarding age limit

For further details, reference may be made to the DP&AR website:
<https://dpar.mizoram.gov.in/> → OM/Notification → Category → Age limit.


28/4/25

3. It is also noted that the Recruitment/Service Rules contain a standard proviso regarding 'reservations and other concessions/savings', which reads as follows:

"Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, the Ex-servicemen and other special categories of persons in accordance with the order issued by the Government of Mizoram from time to time in this regard"

4. In view of the reservation and other concessions/savings clause incorporated in recruitment rules/service rules as mentioned above, it is clarified that any reservation or concession granted by the Government from time to time shall be deemed to have been incorporated in the relevant Recruitment/Service Rules containing the aforesaid proviso. No formal amendment to such rules shall be necessary for giving effect to the said provisions. Therefore, all administrative departments are instructed to take due cognizance of the instructions on reservation percentages as well as any other concessions for various categories of persons issued by the Government from time to time, and ensure their strict application in all relevant recruitment processes.

sd/-K. Lalthawmmawia
Commissioner & Secretary to the Govt. of Mizoram

Memo No.A.11019/15/2024-P&AR(GSW) : Aizawl, the 29th April, 2025

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3. P.S. to Speaker/Ministers/Leader of Opposition/Deputy Speaker/Ministers of State/Vice Chairman, State Planning Board/Deputy Govt. Chief Whip.
4. All Members of Legislative Assembly.
5. Chief Executive Member, MADC/LADC/CADC.
6. Sr. P.P.S to Chief Secretary.
7. All Heads of Administrative Departments.
8. Secretary, MPSC
9. Secretary, MIC/SEC/AMC/Lok Ayukta.
10. All Heads of Departments.
11. All Deputy Commissioners.
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14. Guard File.



(H. Lalrinpuia)
Deputy Secretary to the Govt. of Mizoram