

No.B.11014/1/2024-P&AR(GSW)
Government of Mizoram
Department of Personnel and Administrative Reforms
(General Service Wing)

Mizoram Secretariat, MINECO
Aizawl, the 16th May, 2024

OFFICE MEMORANDUM

Subject: Attributes of Organised Group 'A' Services under the Government of Mizoram.

It has come to notice that there has been confusion on the issue of 'Organized Service'. It appears that the difference between an Organised Group 'A' Service and other Services/Cadres has not been appreciated in its true sense. To remove any doubt, the attributes of an Organised Group 'A' Services under the Government of Mizoram shall be the following:-

- (i) The highest cadre post in such services is not be below Level-14 in the Pay Matrix (Rs 140,200 - Rs 218,000).
- (ii) Such services have all the standard grades namely, Junior Grade Level-10 in the Pay Matrix (Rs 56,100 - Rs 124,500), Senior Grade Level-11 in the Pay Matrix (Rs 67,700 - Rs 150,800), Junior Administrative Grade Level-12 in the Pay Matrix (Rs 78,800 - Rs 175,200), Selection Grade Level-13 in the Pay Matrix (Rs 123,100 - Rs 215,900), Supertime Grade 'B' Level-13A in the Pay Matrix (Rs 131,100 - Rs 216,600), Supertime Grade 'A' Level-14 in the Pay Matrix (Rs 140,200 - Rs 218,000).
- (iii) At least 50% of the vacancies in Junior Time Scale (JTS)/ Junior Grade in such services are required to be filled by Direct recruitment or Limited Departmental Examination;
- (iv) All the vacancies above Junior Time Scale (JTS)/Junior Grade and upto Supertime Grade 'A' level in such services are filled up by promotion from the next lower grade;
- (v) While a service may comprise one or more distinct cadre(s), all such cadres should be governed by composite Service Rules facilitating horizontal and vertical movement of officers of a particular cadre at least up to the Selection Grade level. The cadre posts of an Organised Service expressly belong to that service. The posts not belonging to any service are classified as General State Service and, therefore, an Organised Group 'A' Service cannot have posts/grades classified as General State Service.

2. The services, if any, already declared as such need not, however, be reviewed as they have evolved over a period of time and may have minor deviations owing to their respective functional requirements. The terms "organized service" and "recognition of service associations under the Central Civil Service (Recognition of Service Association) Rules, 1991" are not synonymous. The mere existence of service rules and recruitment rules does not confer the designation of "Organised Service". No Cadre Controlling Authority/Administrative Department shall submit any proposal for upgradation or new

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creation of posts to fulfill these criteria and shall not be entertained under any circumstances.

3. The above are certain basic attributes of an Organised Group 'A' Service under the Government. There is, however, nothing to suggest that the services/cadres fulfilling these criteria would be automatically conferred the status of an Organised Group 'A' Service. An Organized Group 'A' Service is one which is constituted consciously as such by the Government in the DP&AR (GSW) and such a service can be constituted through the established procedures.

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

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(H.Lalrinpula)

Deputy Secretary to the Govt. of Mizoram