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NOTIFICATION

No. A. 21021/1/2017-RD(SIRD&PR), the 13th April, 2021. In the interest of public service, the State Level Advisory Committee-cum-Governing Body of SIRD&PR, Mizoram, is pleased to make the following regulations for regulating the method of recruitment and the conditions of service of the Core Faculty members under State Institute of Rural Development & Panchayati Raj(SIRD&PR), Mizoram, namely.-

1. Short title and commencement.-
 - (1) These regulations may be called, "The Mizoram SIRD&PR (Recruitment of Core Faculty and other conditions of service) Regulations, 2021.
 - (2) They shall come into force on the date of issue of this Notification.
2. Definitions.- In these regulations, unless the context otherwise requires-
 - a) 'State' means the State of Mizoram.
 - b) 'Government' means Government of Mizoram.
 - c) 'confirmed' means 'confirmation of service of a core faculty' in the State Institute of Rural Development & Panchayati Raj.
 - d) 'Departmental Selection/Promotion Committee' in relation to any grade, means the Committee constituted by the Government from time to time as indicated in Schedule-IV of these regulations;
 - e) 'duty post' means any post, whether permanent or temporary, as specified in the Schedule-I of these regulations;
 - f) 'Governing Body' means the Governing Body constituted for the State Institute of Rural Development & Panchayati Raj, Mizoram.
 - g) 'Extension Training Centre (ETC)' means the Extension Training Centre established by the Government of Mizoram under the SIRD&PR, Mizoram.
 - h) 'grade' means any of the grades of the Service as specified in Schedule-I of these rules;
 - i) 'member of Core Faculty' means a person appointed and serving, on probation or confirmed in any grade as Core Faculty of the SIRD&PR which includes Core Faculty Selection Grade, Senior Grade and Junior Grade.
 - j) 'Ministry' means the Ministry of Rural Development, Government of India.
 - k) 'Non-Functional Promotion' means Non-Functional Promotion of incumbent to higher grade. 'Non-Functional Promotion' being a personal oriented promotion of the incumbent Core Faculty holding a sanctioned post, on superannuation pension or cessation of service by the individual incumbent, the said post shall revert back to its original cadre.

- l) 'regular service' in relation to any grade means the period or periods of service in that grade rendered after selection and appointment thereto under the regulations according to the prescribed procedure for regular appointment to that grade and includes any period or periods:-
 - (1) taken into account for the purpose of seniority in case of those already in service at the time of notification of these regulations;
 - (2) during which an officer would have held a duty post in that grade but for being on leave or otherwise not being available for holding such post;
 - m) 'Schedule' means 'Schedule' means the Schedule appended to these regulations;
 - n) 'Scheduled Caste' means such castes as are specified by the President of India under article 341 (1) of the Constitution of India as modified by law made by Parliament from time to time in so far as the specification pertains to the State of Mizoram.
 - o) 'Schedule tribe' means such tribes as are specified by the President of India under article 342 (1) of the Constitution of India as modified by law made by Parliament from time to time in so far as the specification pertains to the State of Mizoram.
 - p) 'Service' means the service of the Core Faculty, consisting of various grades under these regulations.
 - q) 'State Institute of Rural Development & Panchayati Raj' means the State Institute of Rural Development & Panchayati Raj established by the Government of Mizoram.
 - r) 'State Level Advisory Committee' means the State Level Advisory Committee for the State Institute of Rural Development & Panchayati Raj, Mizoram, and is the Governing Body of the Society.
3. Constitution of the Service.-
- 1) There shall be constituted a service known as the SIRD&PR (Core Faculty) Service.
 - 2) All posts included in the Service shall be classified as Group 'A' posts.
4. Grades, authorised strength and review.-
- 1) The authorized strength of various grades of the Service on the date of commencement of these regulations, the number of posts in each grade, their designation and the level in the pay matrix/scale of pay attached thereto shall be as specified in Schedule-I.
 - 2) After the commencement of these regulations, the authorized strength of various grades of the Service shall be as may be determined by the Government from time to time.
5. Members of the Service.-
- 1) At the commencement of these regulations the following persons shall be members of the service:
 - a) Persons initially appointed as Core Faculty and still serving in the Institute as Senior Core Faculty.
 - b) Persons initially appointed and still serving in the Institute as Core Faculty.
 - 2) A person appointed under sub-regulation1(a) shall be deemed to be a member of the Service in the appropriate grade applicable to him.
 - 3) A person appointed under sub-regulation1 (b) shall be a member of the Service in the appropriate grade applicable to him from the date of such appointment.
6. Initial constitution of the Service.-
- 1) The officers holding the post of Core Faculty in the senior grade and junior grade, on regular basis on the date of commencement of these regulations shall be deemed to have been appointed to the appropriate grade of the Service.

- 2) The regular continuous services of officers referred to in sub-regulation (1) before the commencement of these regulations shall count for the purpose of probation, confirmation, seniority, eligibility for promotion to the next higher grade and pension in the service
7. Future maintenance of the Service.-
- 1) After the commencement of these regulations, the vacancies in any of the grades referred to in Schedule-I shall be filled in the manner as hereinafter provided under these regulations.
Provided that the effective date for which non-functional promotion for the existing members of the Service who have fulfilled eligibility criteria and required length of service shall be notionally calculated from the date of their eligibility. However, effective date of payment of financial benefit shall be decided by the State Level Advisory Committee-cum-Governing Body.
 - 2) The methods of recruitment, the field of selection and the eligibility criteria, as the case may be, for appointment to the grades included in the Service shall be as specified in Schedule-II.
 - 3) The educational and other qualifications including the age limits for direct recruitment to the Junior Grade of the Service shall be as specified in Schedule-III.
 - a) Direct recruitment to the service shall be done at the Junior Grade of the Service.
 - b) All the vacancies in the Junior Grade shall be filled up by direct recruitment through competitive examinations which shall include written examination and personal interview to be conducted by the Selection Committee constituted by the Government under these regulations.
 - 4) The Selection/Promotion Committee constituted by the Government from time to time shall be the Departmental Selection/Promotion Committee for recruitment of members of the service. The composition of the Departmental Selection/Promotion Committee for various methods of recruitment shall be as specified in Schedule-IV.
 - 5) The Selection/Promotion Committee shall conduct written examinations and personal interviews following the extant norms established by the Government.
 - 6) Recommendation of the Selection Committee shall be sent to the Administrative Department for approval and appointment of successful candidates to the service.
 - 7) The Director, SIRD&PR shall act as Controller of Examinations in the conduct of examinations for recruitment to the service.
8. Filling of duty posts by deputation.-
- 1) In the event of non-availability of eligible candidates and notwithstanding anything contained in regulation 7, where the Government is of the opinion that it is necessary or expedient so to do, it may, for reasons to be recorded in writing, fill-up duty post in any grade by deputation of suitable officers having the requisite qualifications and holding analogous posts under the Central/State Government.
 - 2) The period of deputation shall be for a period not exceeding three years, which may, in special circumstances, be extended in any case not beyond five years, as the Government may think fit.
9. Seniority.-
- 1) The relative seniority of the members of the Service on commencement of these regulations shall be the relative seniority in their respective grades as determined before the commencement of these regulations:
Provided that if the seniority of any member of the Service has not been determined before the commencement of these regulations, it shall be determined by the Government in accordance with the general guidelines governing fixation of seniority issued by the Government from time to time.

- 2) The seniority of persons recruited to the Service, after the commencement of these regulations, shall be determined in accordance with the general guidelines issued by the Government in this behalf from time to time.

10. Probation.-

- 1) Every officer on appointment to the Service by direct recruitment shall be on probation for a period of two years;

Provided that the period of probation for officers appointed to the Service through methods of recruitment other than direct recruitment shall be governed by the orders or instructions issued in this behalf by the Government from time to time;

Provided further that the appointing authority may extend the period of probation in accordance with the instructions issued by the Government in this behalf from time to time; Provided also that any decision for extension of probation period shall be taken within six to eight weeks after the expiry of initial period of probation and communicated in writing to the concerned officer, together with reasons for so doing within the said period.

- 2) On completion of the period of probation or any extension thereof, an officer shall, if considered fit for permanent appointment, be considered for confirmation.
- 3) If, during the period of probation or any extension thereof, as the case may be the Government is of the opinion that an officer is not fit for permanent appointment, it may discharge the officer or revert him to the post held by him prior to his appointment in the service, as the case may be.
- 4) During the period of probation or any extension thereof, an officer may be required by Government to undergo such courses of mandatory foundation/induction training or to pass such examinations or tests as the Government may deem fit, as condition for satisfactory completion of probation.
- 5) Once a member of the Service has been confirmed in the lower grade, he/she shall not be required to be confirmed again in each grade.
- 6) As regards other matters relating to probation, the members of the Service shall be governed by the orders or instructions issued by the Government in this behalf from time to time.

11. Appointing Authority and Appointment to the Service.-

- 1) The Appointing Authority shall be Government of Mizoram, Rural Development Department.
- 2) No appointment shall be made except in the manner specified in regulation 7 of these regulations.
- 3) All appointments to the Core Faculty in the Junior Grade shall be made against specific posts as specified in Schedule-V appended to these regulations unless otherwise increased or changed by the Government of Mizoram or Government of India.
- 4) Subject to the provisions of these regulations, appointment to the Service shall be made from the list of successful candidates strictly in order of merit recommended by the Selection Committee.
- 5) Appointment to the Service shall be made by the Government on the recommendation of the Selection Committee.
- 6) A person appointed to the service shall join within 30 (thirty) days of the date of the issue of the order of appointment, failing which and unless the Appointing Authority is otherwise pleased to extend the period, the appointment shall stand cancelled.
- 7) All the appointments to the Service in the higher grades to time scales of pay shall be made only by way of up-gradation in accordance with the appropriate provisions under these regulations.

Notwithstanding anything contained in regulation 11(7), the Government may withhold the promotion of a member to the higher grades till he has fulfilled all the required conditions specified in regulation 13.

12. Posting of Members of the Service.-
Every member of the Service shall, unless he is on leave or otherwise not available for holding a duty post, be posted against a duty post of the appropriate grade in the Service.
13. Compulsory Training and performance requirement.-
Every member of the Service shall undergo such training and fulfil the prescribed performance requirement as specified in Schedule-VI.
14. Disqualification.-
No person –
 - a) who has entered into or contracted a marriage with a person having a spouse living; or
 - b) who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the Service;
Provided that the State Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and to the other party to the marriage and that there are other valid grounds for doing so, exempt any such person from the operation of this regulation.
15. Physical fitness.-
No candidate shall be appointed to the Service unless he is declared, after such medical examination, as the Government may prescribe to be mentally and physically sound and free from any defects likely to interfere with due discharge of his/her duties except the persons with disability holding the requisite certificate as required under the existing guidelines issued by the Government of India or Government of Mizoram.
16. The time scale of pay and grade up-gradation.-
The time scales of pay admissible to the members of the Service and conditions for non-functional promotion to higher grades shall be as specified in Schedule-II appended to these regulations.
Provided that financial up-gradation will be payable to the members notionally calculated from the date of their eligibility for non-functional promotion to the higher grade.
17. Fixation of initial pay in the time scale.-
 - 1) On first appointment to the Core Faculty in Junior Grade, the initial pay of a member of the Service shall be fixed at the minimum of time scale unless under the Fundamental Guidelines or any other guidelines for the time being in force, his/her pay has to be fixed at a higher stage.
 - 2) On non-functional promotion to the next higher grade of the Service, the initial pay of a member of the Service in the time scale shall be fixed in accordance with the principles governing such fixation under the Fundamental Rules (FR&SR) or any other rules on pay fixation and revision for the time being in force in the Government.
18. Increment.-
 - 1) The first increment admissible to a member of the Core Faculty in the Junior Grade shall accrue on the successful completion of the period of probation.
 - 2) The Government may withhold, such time as it may direct, an increments due to a substantive member of the Faculty who has failed to fulfil the prescribed conditions within such time as

- the Government may, by general or special order, prescribe; but withholding such increment shall have no cumulative effect.
- 3) When a member of Core Faculty attained a PhD degree at any specified grade, he/she shall have an option to choose either award of two advance increment during his/her entire service or an advance non-functional promotion by one year as specified in Schedule-II.
 - 4) When a person having PhD degree joined the Service for the first time, he/she shall have an option to choose either award of one advance increment or advance non-functional promotion by one year at the entry grade as specified in Schedule-II.
19. Special pay, allowances, etc.-
The Government may by order, grant to any Core Faculty members such special pay or training allowance or honorarium or fee and may prescribe such conditions as it may deem fit.
 20. Age of superannuation.-
Age of retirement of members of the service on superannuation will be similar to that of regular employees under the Government.
 21. Conduct rules.-
A member of the service shall be governed by the provisions of the CCS (Conduct) Rules, 1964, and any other rules or orders made by the Government for governing the conduct of employees under the Government.
 22. Disciplinary matters.-
Disciplinary and other matters of members of the service shall be carried out as provided in the CCS (Classification, Control and Appeal), Rules, 1965, as in force under the Government.
 23. Resignation from service.-
A member may resign from the service by giving to the Appointing Authority in writing a notice of one month.
Provided that the Appointing Authority may, if it deems proper in any special circumstances, permit an employee to resign from the service of the Institute by shorter notice than is prescribed above.
 24. Other conditions of service:-
Except as provided in these regulations, all other matters relating to pay and allowances, implementation of revised pay and allowances, payment of arrears, leave, medical attendance, financial assistance and other conditions of service shall be regulated by the general rules in force for the employees of the State Government.
 25. Power to relax.-
Where the Government is satisfied that the operation of any of these regulations cause undue hardships in any particular case or that in the exigencies of public service as well as for effective implementation of this regulations, considers necessary and expedient, it may, after due recommendation of the State Level Advisory Committee/Governing Body as may be necessary, dispense with or relax any of the provisions of these regulations, to such extent or subject to such conditions as may consider necessary from time to time.

Provided that no case of any individual faculty member shall be dealt with in any manner so as to render him in a less favourable position than that provided by any of these regulations.

26. Repeal and Saving.-

All the Recruitment Rules and other decisions already taken in regard to the service matters of the Core Faculties of SIRD&PR shall stand repealed on and from the date of commencement of these regulations.

Provided that any action or actions taken under such rules so repealed or under any general orders ancillary thereto shall be deemed to have been taken under the corresponding provisions of these regulations.

27. Interpretation.-

If any question arises relating to the interpretation of these regulations, it shall be referred to Rural Development Department, Government of Mizoram whose decision thereon shall be final.

R. Zarzosanga,
Secretary to the Government of Mizoram,
Rural Development Department.

SCHEDULE – I
[see regulation4]

(Name of post/grade, scale of pay and number of posts)

The authorised strength of the service shall be as given below. The number may be increased or decreased by the Government of Mizoram.

Sl. No.	Name of Post(s)	Grade	Scale of Pay	No. of Post(s)
(1)	(2)	(3)	(4)	(5)
1	Associate Professor	Selection Grade	Level 12 in the Pay Matrix (Rs.78,800 – 175,200)	Non- Functional
2	Senior Core Faculty	Senior Grade	Level 11 in the Pay Matrix (Rs.67,700 – 150,800)	Non- Functional
3	Core Faculty	Junior Grade	Level 10 in the Pay Matrix (Rs.56,100 – 124,500)	7 Posts or as sanctioned by the Government from time to time

SCHEDULE – II
[see regulation7]

(Methods of recruitment, field of selection and eligibility criteria, time scale of pay and grade up-gradation)

Sl. No.	Name of grade	Methods of recruitment and percentage of the vacancies to be filled by various methods	Whether selection or non-selection posts?	Field of selection and eligibility criteria
(1)	(2)	(3)	(4)	(5)
1.	Selection Grade	Promotion	Selection Selection Selection	Members of the service in the Selection Grade B who has fulfilled the following conditions:- i) Successfully rendered 8(eight) years of qualified service in the Senior Grade. ii) Completed 16(sixteen) years of qualified service from the date of entry into Junior Grade for Master Degree Holder and 15(fifteen) years for a PhD Degree Holder. iii) Attained at least 4(four) prescribed benchmarked out of PARs for the last 5(five) years shall be eligible for consideration for promotion to this Grade. iv) Prescribed benchmarked is "Very Good"
2.	Senior Grade	Promotion		Members of the service in the Junior Grade who have fulfilled the following conditions:- i) Has been confirmed his/her service with the SIRD & PR/ETC. ii) Successfully rendered 8 (eight) years of qualified service in Junior Grade for a Master Degree Holder. iii) Successfully rendered 7(Seven) years of qualified service in Junior Grade for a PhD Degree Holder. iv) Attained at least 4(four) prescribed benchmark out of PARs for the last 5 years shall be eligible for consideration for promotion to the Senior Grade. v) Prescribed benchmark is " Very Good"
3.	Junior Grade	Direct recruitment		For direct recruitment to the Core Faculty Service, a person should have fulfilled the essential conditions specified in Schedule-III.

Note: Where juniors who have completed their qualifying/eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying/eligibility service by more than three months, and have successfully completed probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service

SCHEDULE – III
[see regulation7]

[Educational and other qualifications including age limit for direct recruitment]

Sl. No.	Name of grade	Educational and other qualifications	Age limit for direct recruitment
(1)	(2)	(3)	(4)
1.	Junior Grade	1. Should be a citizen of India; 2. Should hold a Master Degrees or above with not less than 55% marks or equivalent grades in any grading systems from any University recognised by the UGC in the disciplines specified against the posts. 3. Should possess specialization or other essential requirements as may be prescribed by the Ministry of Rural Development, Government of India and as decided by the Government of Mizoram from time to time. 4. Basic knowledge of computer application equivalent to Course on Computer Concepts (CCC) of National Institute of Electronics and Information Technology (NIELIT) or Diploma in Computer Application/Certificate in Computer Application from institutions recognized by Mizoram State Council of Technical Education or such other courses of the level as determined by the Government from time to time. 5. Working knowledge of Mizo language of at least Middle School standard.	(i) Should have completed 18 years of age, and should not be more than 35 years of age; the crucial date for determining the age limit of candidates shall be the closing date for receipt of applications from candidates. (ii) Provided that the upper age limit prescribed for direct recruitment may be relaxed in the case of candidates belonging to the Schedule Castes or the Schedule Tribes and other special categories of persons in accordance with the orders issued by the Central Government or Government of Mizoram from time to time.

Note 1: Candidates whose final examination for a degree of recognized University has been held and the results are yet to be declared in due course may be allowed to appear in the written examination. All candidates who are declared qualified in the written examination will be required to produce proof of passing the requisite examination on or before the date of personal interview.

Note 3: Candidates possessing professional and technical qualifications which are recognized by Government as equivalent to professional and technical degree would also be eligible for admission to the examination.

SCHEDULE – IV
[see regulation7]

[Composition of the Departmental Promotion Committee]

Sl. No.	Name of grade	Educational and other qualifications	Age limit for direct recruitment
(1)	(2)	(3)	(4)
1.	Selection Grade	Departmental Promotion Committee or the Selection Committee may be constituted with the following composition- i) Secretary, Rural Development Department - Chairman ii) Director, SIRD&PR - Member Secretary iii) Officer from RD Department not below the rank of Deputy Secretary - Member iv) Representative of DP&AR (not below the rank of Deputy Secretary) - Member v) Director, RD Department - Member	Not applicable
2.	Senior Grade		
3.	Junior Grade		

SCHEDULE –V
[see regulation11]

Sanctioned Posts of Core Faculty:

Sl. No.	Name of Post	Educational Qualifications	Other Essential Requirements
(1)	(2)	(3)	(4)
i)	Core Faculty (Village Level Planning)	Master Degree in Economics	As may be prescribed by the Ministry of Rural Development, Govt. of India and the Government of Mizoram from time to time.
ii)	Core Faculty (Agriculture)	Master Degree in Agriculture & allied subjects	
iii)	Core Faculty (Popular Participation)	Master Degree in Public Administration	
iv)	Core Faculty (Rural Development)	Master Degree in Rural Development	
v)	Core Faculty (Animal Husbandry)	Master Degree in Animal husbandry and Veterinary Science	
vi)	Core Faculty (Information Technology)	Master Degree in Information Technology or equivalent degrees in Computer Engineering	
vii)	Core Faculty (Rural Engineering/ Health and Nutrition)	Master Degree in Engineering relevant to Rural Development	

SCHEDULE – VI
(see regulation 13)

Compulsory trainings and performance requirements for members of the service

Sl. No.	Name of Grade	Compulsory Trainings	Performance Requirements	Remarks
1.	Junior Grade (Probationer)	Shall complete foundation course on any two of the following programmes – 1) Training Methodology 2) Research Methodology 3) Office Procedure & Office Management 4) Training on PIME of RD Schemes/ToT Courses on RD Schemes/Skill Training Schemes		
2.	Junior Grade	Shall attend the following Training Programmes - 1) Training Methodology 2) Research Methodology 3) Office Procedure & Office Management 4) Training on PIME of RD Schemes/ToT Courses on RD Schemes/Skill Training Schemes	Shall complete at least one of the following assignments - 1) 1 (One) Research 2) 1 (One) Action Research 3) 1 (One) Case Study 4) Documentation of good practices 5) Evaluation/ Impact Assessment 6) Any Special Studies assigned by the Institute	
3.	Senior Grade	2 Training Programmes on RD & related Programmes of at least 1 Week each.	Shall complete at least one of the following assignments - 1) 1 (One) Research 2) 1 (One) Action Research 3) 1 (One) Case Study 4) Documentation of good practices 5) Evaluation/ Impact Assessment 6) Any Special Studies assigned by the Institute	
4.	Selection Grade	2 Training Programmes on RD & related Programmes of at least 1 Week each.	Shall complete at least one of the following assignments - 1) 1 (One) Research 2) 1 (One) Action Research 3) 1 (One) Case Study 4) Documentation of good practices 5) Evaluation/ Impact Assessment 6) Any Special Studies assigned by the Institute	