

## **CHAPTER : 9 – RESERVATION IN SERVICES**

(9.1)

**Government of Nagaland  
Home Department: Appointment 'B' Branch**

### **MEMORANDUM**

NO.APPTT.18/6/67

Dated, Kohima the 26<sup>th</sup> July, 1967.

**Sub:- Reservation of vacancies for Scheduled Tribes in Nagaland.**

The undersigned is directed to refer on the above subject and to state that the Scheduled Tribes of Nagaland comprise more than 95% of the population of the state, but taking into consideration the few Non-Scheduled Tribes in Nagaland the Government has decided to reserve 80%(eighty per cent) of the vacancies in Nagaland State Services which are to be filled by direct recruitment for the Scheduled Tribes in the State.

2. This may therefore, be brought to the notice of all concerned under you for strict compliance with immediate effect for filling up of vacancies of all categories under the Nagaland State Services.

3. The receipt of this Memorandum may please be acknowledged.

**Sd/- R.L.Jamir**

Under Secretary (Admn) to the Govt. of Nagaland

(9.2)

**Government of Nagaland  
Home Department: Appointment 'B' Branch**

### **ORDER**

Dated, Kohima the 26<sup>th</sup> June, 1969

**NO.APPT-18/6/67:-**The Government of Nagaland is pleased to make provision for the reservation of 80% of all appointments or posts under that Government that are to be filled in by direct recruitment for persons belonging to the Tribes mentioned below:-

1. Any Naga Tribe.
2. Kuki.
3. Garo.
4. Kachari.
5. Mikir.

Provided such persons are indigenous inhabitants of the State of Nagaland.

**Sd/-R. Khathing**

Chief Secretary to the Govt. of Nagaland

(9.3)

**Government of Nagaland  
Home Department: Appointment 'B' Branch**

**MEMORANDUM**

No. APT-12/6/67/APB

Dated, Kohima, the 25<sup>th</sup> Feb' 1972.

**Sub: - Reservation of 80% of all appointments or posts under the Government of Nagaland clarification thereof.**

Under the Government order No. APPT/18/6/67 dated the 26<sup>th</sup> June, 1969 the provision for reservation of 80% of all appointments or posts under the Government of Nagaland has been made for the candidates belonging to (i) any Naga tribe (ii) Kuki (iii) Kachari (iv) Garo and (v) Mikir, provided such persons are indigenous inhabitants of the State of Nagaland. It has been brought to the notice of the Government that certain Naga candidates such as Tangkhul, Mao and Zeliangraong etc, whose homes are from places outside the present jurisdiction of the State of Nagaland. A doubt has therefore arisen as to whether these categories of candidates can be treated as indigenous inhabitants of Nagaland and come under the purview of above mentioned 80% reservation.

After proper examination, it has been decided by the Government; that the provision for the reservation of 80% of all appointments or posts under the Government of Nagaland applies only to the Nagas/Tribes who are within the present jurisdiction of the State of Nagaland. This provision does not apply to the Nagas, such as Tangkhul, Mao, Zeliangrong living outside the present jurisdiction of the State. A certificate of permanent residentship from District Magistrate will not entitle those candidates who are not permanent resident within the present jurisdiction of the State of Nagaland to the 80% reservation benefit.

The receipt of this memorandum may please be acknowledged.

**Sd/ L. LUNGALANG**  
Chief Secretary to the Govt. of Nagaland.

(9.4)

**Government of Nagaland**  
**Home Department: Appointment 'B' Branch**

**ORDER**

Dated Kohima, the 6<sup>th</sup> July, 1973.

**NO.APPT-18/6/67:-** In supersession of Government Order No. APPT-18/6/67 dated 26/6/1969, the Governor of Nagaland has been pleased to make provision for the reservation of 100% for appointment to non-technical Grade-III & IV posts and 80% of the all other appointments or posts under the Government that are to be filled in by direct recruitment for persons belonging to the tribes mentioned below:-

1. Any Naga Tribe.
2. Kuki.
3. Kachari.
4. Garo.
5. Mikir.

Provided such persons are indigenous inhabitants of State of Nagaland.

**Sd/- M.ZOPIANGA**  
Chief Secretary to the Govt. of Nagaland.

(9.5)

**Government of Nagaland**  
**Department of Personnel and Administrative Reforms**  
**(Personnel Branch)**

**ORDER**

Dated, Kohima, the 12<sup>th</sup> Oct' 1976

**No.AR-8/17/76:-** In partial modification of the Government order NO.APPT-18/6/97 dated 6<sup>th</sup> July, 1973\*, the Governor of Nagaland is pleased to direct that for a period of ten years all vacancies in Grade-IV post occurring in District offices shall be filled in by Indigenous Tribes of the respective Districts with immediate effect.

**Sd/- H.ZOPIANGA**  
Adviser to the Governor & Chief Secretary Nagaland.

\* Refer chapter 9.4

(9.6)

**Government of Nagaland**  
**Department of Personnel and Administrative Reforms**  
**(Administrative Reforms Branch)**

**NOTIFICATION**

Dated, Kohima, the 11<sup>th</sup> January, 1977.

**NO. AR-8/9/76 :** : Whereas the Governor of Nagaland is satisfied that the following members as the Backward Tribes have insignificant representation in the services in the State. Now, therefore, the Governor of Nagaland in exercise of the powers conferred by Articles 16 (4) of the constitution of India hereby direct that 25% of the number of non-technical and non-gazetted posts under the Government of Nagaland shall be reserved for the persons belonging to the following tribes of Nagaland which are economically very backward and have insignificant representation in the services for a period of 10(ten) years:-

- |                   |                 |
|-------------------|-----------------|
| (i) Konyak.       | (ii) Chakhesang |
| (iii) Sangtam     | (iv) Phom.      |
| (v) Khiamunuingan | (vi) Chang.     |
| (vii) Yimchunger  |                 |

2. The Governor of Nagaland further direct that 25% of all other vacancies of gazetted posts out of 80% of the total number of such vacancies already reserved for members of Scheduled Tribes of Nagaland vide Order No. APPT-18/6/67 dated 6-7-1973 shall be reserved for persons belonging to the above mentioned tribes which are educationally and economically very backward and have insignificant representation in the services for a period of 10(ten) years.
3. These orders shall come into force with immediate effect.

**Sd/- H. ZOPIANGA**  
Adviser and Chief Secretary, Nagaland.

(9.7)

**Government of Nagaland**  
**Department of Personnel and Administrative Reforms**  
**(Administrative Reforms Branch)**

**NOTIFICATION**

Dated, Kohima, the 16<sup>th</sup> August 1979.

**NO. AR-8/9/76 (pt-II) :** Whereas the Governor of Nagaland is satisfied that the following members as the Backward Tribes have insignificant representation in the services in the State.

Now, therefore, the Governor of Nagaland in exercise of the powers conferred by Articles 16 (4) of the constitution of India hereby direct that 33% of the number of non-technical and non-gazetted posts under the Government of Nagaland shall be reserved for the persons belonging to the following tribes of Nagaland which are economically very backward and have insignificant representation in the services:-

- |                  |                 |
|------------------|-----------------|
| (i) Konyak.      | (ii) Chakhesang |
| (iii) Sangtam    | (iv) Phom.      |
| (v) Khiamungam   | (vi) Chang.     |
| (vii) Yimchunger | (viii) Zeliang  |

2. The Governor of Nagaland further direct that 33% of all other vacancies of gazetted posts out of 33% of the total number of such vacancies already reserved for members of Scheduled Tribes of Nagaland vide Order No. APPT-18/6/67 dated 6-7-1973 shall be reserved for persons belonging to the above mentioned tribes which are educationally and economically very backward and have insignificant representation in the services.

3. The Governor of Nagaland further prescribed the following educational qualification for the candidates belonging to the above 8 (eight) backward tribes for their appointment to Class-III posts of the State service:-

CATEGORY OF POSTS	EDUCATIONAL QUALIFICATION
(i) Senior Class –III	P.U. Passed.
(ii) Junior Class – III	Matric Standard.

4. This remains upto 31<sup>st</sup> December/1987.

5. This Notification is issued in supersession of earlier Notification of even number dated 11<sup>th</sup> January, 1977.

**Sd/- N.I. JAMIR**  
Chief Secretary to the Govt. of Nagaland.

(9.8)

**Government of Nagaland  
Department of Personnel and Administrative Reforms  
(Administrative Reforms Branch)**

**NOTIFICATION**

No. AR-7/42/76:

Dated Kohima, the 19<sup>th</sup> Nov/1982.

Whereas the sportsmen and sportswomen should be given special preference in matter of appointments to posts under the State Government with a view to improving their physical fitness and promoting qualities of sportsmanship and team-spirit among them subject to the condition that they fulfill the requisite qualification and experience prescribed by the Government for each category of the posts:

Now therefore, the State Government of Nagaland has decided to reserve certain percentage of Class-III, IV and Gazetted posts which are non-technical in nature under the State Government for meritorious sportsmen and sportswomen.

Consequent on the decision and in exercise of the power conferred by Article 16 (4) of the constitution of India, the Government of Nagaland reserve 5% Class III and IV posts non-gazetted posts which are non-technical in nature in the Departments of Police and Physical Education only for the local meritorious sportsmen and sportswomen who satisfy the following criteria:-

- (1) Sportsmen who have represented a State or the Country in a National or International State competition in any of the games/ sports mentioned in the annexure to this Notification.
- (2) Sportsmen who have represented their Universities in the Inter-University Tournaments conducted by the Inter-University Sports Board in any of the games/sports mentioned in annexure to this Notification.
- (3) Sportsmen who have represented the State School Games Federation in any of the Games/Sports mentioned in annexure to this Notification.

This order shall come into force with immediate effect.

**Sd/- IMTIKUMZUK**

Deputy Secretary to the Govt. of Nagaland.

**ANNEXURE**

**List of Games/Sports:-**

1. Athletic (including Track and Field events)
2. Badminton.
3. Basket Ball.
4. Foot Ball.
5. Table Tennis.
6. Volley Ball.
7. Wrestling.
8. Gymnastics.
9. Judo.

(9.9)

**Government of Nagaland  
Department of Personnel and Administrative Reforms  
(Administrative Reforms Branch )**

No. AR-8/8/76

Dated Kohima the 19<sup>th</sup> April, 1983

**OFFICE MEMORANDUM**

The undersigned is directed to say that the Government through an order No.APPT-18/6/67 dated 6-7-1973 had reserved 100 p.c. for direct appointment to non-technical grade III & IV posts and 80 p.c. of all gazetted and technical posts for the persons belonging to the following tribes :-

1. Any Naga tribes.
2. Kuki .
3. Kachari.
4. Garo.
5. Mikir.

Provided such persons are indigenous inhabitants of the State of Nagaland. The above 5 Tribes must possess, in addition, one of the following qualification in order to become an indigenous inhabitant for the purpose of employment vide Notification No.AR-8/8/76 dated 28.4.1977.

- (1) His/Her name or name of parents or legitimate guardians, in case the person was then a minor, should have been entered in the Electoral Roll published on 5-12-1963.

OR

- (2) The person or his/her parents or legitimate guardian should have been paying house tax prior to 1-12-1963.

OR

- (3) The person or his/her parents or legitimate guardian should have acquired property and patta on it prior to 1-12-1963.

The Notification is a continuation of the order No.APPT-18/6/67 dated 6.7.73 referred to earlier and the eligibility conditions for employment given above apply only to the 5 tribes and not to any other tribe or non-local.

There are Naga/Kuki/Kachari/Garo/Mikir living outside the geographical boundary of Nagaland without possessing any of the above 3 qualifications. They are not eligible for employment under the State. On the other hand, they are eligible for employment provided they are permanent residents in the State and possess one of the qualifications. Certificate to the effect that a person belong to one of the above 5 tribes and that he or she possesses one of the above 3 qualifications shall be issued only either by a Deputy Commissioner or an Additional Deputy Commissioner, as per the Notification noted above. Such certificate should be issued with utmost care after verifying all available facts.

It has been observed that Heads of Department offices mistakenly appoint non-local who possesses the above qualification to post reserved for the locals under the State Govt. This should be stopped forthwith.

Under the present policy decision of the Government non-locals are not eligible for employment against the reservation made for the indigenous inhabitants of the State. They are, however, eligible for appointment against 20 p.c. of the vacancy relating to gazetted technical posts.

It has therefore requested that this may kindly be brought again to the notice of all concerned for strict compliance.

**Sd/- I. LONGKUMER**

Chief Secretary to the Government of Nagaland

**(9.10)**

**Government of Nagaland  
Department of Personnel and Administrative Reforms  
(Administrative Reforms Branch)**

**ORDER**

No. AR-8/24/83

Dated Kohima, the 29<sup>th</sup> Oct, 1983.

In pursuance of the Government Order No. APPT/18/6/67 dated 6-7-73 in which 100 p.c. vacancies for appointment of gazetted and technical grade posts under Government have been reserved for the indigenous Scheduled Tribes of the State and the remaining 20 p.c. Vacancies of gazetted and technical posts for direct recruitment have been kept open for both local and non-local candidate against the 20.p.c. Vacancies should be determined from the top or anywhere in the merit list so long as the vacancy does not exceed 20 p.c. of the total number of posts in a single recruitment.

After careful examination of the case by the Govt. it is now clarified that merit position of non-local candidates competing 20 p.c. of the vacancies shall be determined from the top and their case shall not be considered against the remaining percentage of vacancies which are exclusively reserved for the Scheduled Tribe candidate of the State who are not yet in a position to equally compete with other but who are also eligible for appointment within the 20 p.c. vacancy of the open quota on merit basis.

**Sd/- N. JAKHALU**

Additional Chief Secretary to the Govt. of Nagaland.



(9.11)

**Government of Nagaland  
Department of Personnel & Administrative Reforms  
(Reservation Cell)**

**NOTIFICATION**

Dated Kohima, the 20<sup>th</sup> Sept' 1989.

**No. RCBT-5/87** : Whereas the period of the 33% Reservation Policy for Backward Tribes in the State Service which was extended vide this Department's Notification of even number dated 1<sup>st</sup> February 1989 has expired on 30-6-89, now therefore, the Government has decided that the existing policy will continue till further orders.

**Sd/- Z OBED**

Chief Secretary to the Govt. of Nagaland

(9.12)

**Government of Nagaland  
Personnel and Administrative Reforms Department  
( Reservation Cell )**

**NOTIFICATION**

Dated Kohima, the 24<sup>th</sup> March' 1994.

**No. RCBT/5//87** : : In partial notification of the Order No.AR-8/9/76(Pt-II) dated 18/08/79, the Governor of Nagaland is pleased to include Pochury Tribe, which was recognized as a separate Tribe vide Notification No. Home/SCTA/3/4/83 dated 19<sup>th</sup> April, 1990 as an educationally and economically backward tribe along with other eight tribes recognized by the Government. Now list of the Backward Tribes in para-I of the order No.AR-8/9/76 (Pt-II) shall be as follows:-

1. Konyak.
2. Chakhesang.
3. Sangtam.
4. Phom.
5. Khiamungan.
6. Chang.
7. Yimchunger.
8. Zeliang.
9. Pochury.

**Sd/- T.C.K. LOTHIA**

Chief Secretary to the Govt. of Nagaland.

**Government of Nagaland  
Department of Personnel and Administrative Reforms  
(Reservation Cell for Backward Tribes)**

NO.RCBT-5/87(pt)

Dated, Kohima, the 18<sup>th</sup> August 2001

**OFFICE MEMORANDUM**

**Sub:- Revised policy for reservation of post for Backward Tribes.**

The reservation of 33% for the notified Backward Tribes (BT) in the State has been in operation for over 20 (twenty) years and experience over this period has revealed that many of the BT are not adequately receiving the benefits that were intended by this policy. As a result, they continue to be very insignificantly represented in various services under the State Government. Therefore, the Cabinet has reviewed some of the provisions of the existing system so that greater equity in employment opportunities among the different Backward Tribes could be ensured.

In this background, the Government hereby lays down revised provisions in respect of the Reservation Policy for Backward Tribe (BT) with immediate effect as follows:

**Revised Roster Tables for BT:**

1. In order to ensure due representation of all Backward Tribes in various services, two new roster point tables are introduced with immediate effect.
  - (a) The first roster table will be applicable to categories of posts where 80% of the posts are reserved for indigenous inhabitants. This table is given at **Annexure A**.
  - (b) The second roster table will be applicable to categories of posts where 100% of the posts are reserved for indigenous inhabitants. This table is given at **Annexure B**.
2. In both these rosters, each BT will have a separate roster point indicating the name of the concerned BT, instead of all BT being classified together as in the existing system. While there is no increase in the quantum of reservation to BT, this revised system of maintaining rosters would help in rationalizing the share of benefits among the BT. The reservation point for each BT has been made in alphabetical order and this sequence shall be repeated while selecting candidates from the BT quota.
  - (a) Thus, in the roster at Annexure A, each roster point reserved for BT has been shown by name of a particular BT and this sequence shall be followed for recruitment to each.
  - (b) category of posts. For example, if the roster has commenced at point I in a particular recruitment process, the first reserved post for BT shall go to the Chakhesang Tribe at vacancy point 2, the next to Chang Tribe at vacancy point 5 and so on. In case the number of vacancies to be filled in a particular recruitment is 9 vacancies, it shall end at vacancy point 9 and commence from vacancy point 10 in the next recruitment process. This sequence shall continue to be scrupulously followed for each recruitment process for each category of post. An illustration of how a roster table record is to be maintained for the 45 point roster is at **Annexure C**.

- (c) In the roster table at Annexure B, if there are three vacant posts, the first shall be reserved for the particular Backward Tribes mentioned at that point and the second and third shall go to all indigenous inhabitants of the State. In case more than three posts are to be filled in the alphabetical order as indicated in the relevant roster. However, in the event of non-availability of suitable candidates from amongst all the 9 (nine) notified BT for any single recruitment, the reserved vacancies shall be automatically treated as de-reserved and the same filled up from amongst the other indigenous tribes on the basis of merit.

**Grade IV Posts:**

3. In the case of Grade IV posts, it has been decided that 33% reservation for BT shall be applicable only to recruitments made to this category of posts in the Secretariat, Directorates and State Level Offices and shall not apply to recruitments made in the District level offices.
4. It is also pertinent to mention that reservation for BT can be ensured only when recruitments are made according to prescribed procedures and the roster is scrupulously maintained by each Department separately for each category of post. The very purpose of reservations for Backward Tribes will be defeated if ad-hoc/casual appointments are made in violation of existing instructions and later sought to be regularized.
5. This revised policy for reservation of posts for Backward Tribes should be strictly and scrupulously followed and enforced by all recruiting authorities with immediate effect. All Heads of Departments are requested to bring the contents of this OM to the notice of all their District/Subordinate offices for compliance.
6. In case any difficulty is felt by any Department in understanding/implementing the provisions of the revised Reservation Policy for BT, they are requested to take up the matter with the Reservation Cell of this Department for clarification along with relevant records.

**Sd/- R.S. PANDEY**

Chief Secretary to the Government of Nagaland

**45 POINT ROSTER TABLE FOR CATEGORIES OF POSTS WHERE 80% IS RESERVED FOR INDIGENOUS INHABITANTS.**

<b><i>Position of vacancies</i></b>	<b><i>Source from which to be filled</i></b>
1 <sup>st</sup> post	Unreserved
2 <sup>nd</sup> post	Reserved for Backward Tribes only (Chakhesang Tribe)
3 <sup>rd</sup> and 4 <sup>th</sup> posts	Reserved for all indigenous inhabitants
5 <sup>th</sup> post	Reserved for Backward Tribes only ( Chang Tribe )
6 <sup>th</sup> and 7 <sup>th</sup> posts	Reserved for all indigenous inhabitants
8 <sup>th</sup> post	Unreserved
9 <sup>th</sup> post	Reserved for Backward Tribes ( Khamniungan Tribe )
10 <sup>th</sup> and 11 <sup>th</sup> posts	Reserved for all indigenous inhabitants
12 <sup>th</sup> post	Reserved for Backward Tribes only ( Konyak Tribe)
13 <sup>th</sup> and 14 <sup>th</sup> posts	Reserved for all indigenous inhabitants
15 <sup>th</sup> and 16 <sup>th</sup> posts	Unreserved
17 <sup>th</sup> post	Reserved for Backward Tribes only ( Phom Tribe)
18 <sup>th</sup> and 19 <sup>th</sup> posts	Reserved for all indigenous inhabitants
20 <sup>th</sup> post	Reserved for Backward Tribes only ( Pochury Tribe)
21 <sup>st</sup> and 22 <sup>nd</sup> posts	Reserved for all indigenous inhabitants
23 <sup>rd</sup> post	Unreserved
24 <sup>th</sup> post	Reserved for Backward Tribes only ( Sangtam Tribe)
25 <sup>th</sup> and 26 <sup>th</sup> posts	Reserved for all indigenous inhabitants
27 <sup>th</sup> post	Reserved for Backward Tribes only ( Yimchunger Tribe)
28 <sup>th</sup> and 29 <sup>th</sup> posts	Reserved for all indigenous inhabitants
30 <sup>th</sup> and 31 <sup>st</sup> posts	Unreserved
32 <sup>nd</sup> post	Reserved for Backward Tribes only ( Zeliang Tribe)
33 <sup>rd</sup> and 34 <sup>th</sup> posts	Reserved for all indigenous inhabitants
35 <sup>th</sup> post	Reserved for Backward Tribes only ( Chakhesang Tribe)
36 <sup>th</sup> and 37 <sup>th</sup> posts	Reserved for all indigenous inhabitants
38 <sup>th</sup> post	Unreserved
39 <sup>th</sup> post	Reserved for Backward Tribes only ( Chang Tribe)
40 <sup>th</sup> and 41 <sup>st</sup> posts	Reserved for all indigenous inhabitants
42 <sup>nd</sup> post	Reserved for Backward Tribes only (Khamniungan Tribe)
43 <sup>rd</sup> and 44 <sup>th</sup> posts	Reserved for all indigenous inhabitants
45 <sup>th</sup> post	Unreserved

**Note :**

As this roster is a continuous sequence, it may be noted after the sequence of 45 vacancies are exhausted, the first post reserved for BT in the next sequence of 45 vacancies will go to Konyak Tribe, followed by Phom Tribe and so on.

**27 POINT ROSTER TABLE FOR CATEGORIES OF POSTS WHERE 100% IS RESERVED FOR INDIGENOUS INHABITANTS.**

<b><u>Position of vacancies</u></b>	<b><u>Source from which to be filled</u></b>
1 <sup>st</sup> post	Reserved for Backward Tribes (Chakhesang Tribe)
2 <sup>nd</sup> post	Reserved for all indigenous inhabitants
3 <sup>rd</sup> post	Reserved for all indigenous inhabitants
4 <sup>th</sup> post	Reserved for Backward Tribes ( Chang Tribe)
5 <sup>th</sup> post	Reserved for all indigenous inhabitants
6 <sup>th</sup> post	Reserved for all indigenous inhabitants
7 <sup>th</sup> post	Reserved for Backward Tribes ( Khamniungan Tribe )
8 <sup>th</sup> post	Reserved for all indigenous inhabitants
9 <sup>th</sup> post	Reserved for all indigenous inhabitants
10 <sup>th</sup> post	Reserved for Backward Tribes ( Konyak Tribe)
11 <sup>th</sup> post	Reserved for all indigenous inhabitants
12 <sup>th</sup> post	Reserved for all indigenous inhabitants
13 <sup>th</sup> post	Reserved for Backward Tribes ( Phom Tribe)
14 <sup>th</sup> post	Reserved for all indigenous inhabitants
15 <sup>th</sup> post	Reserved for all indigenous inhabitants
16 <sup>th</sup> post	Reserved for Backward Tribes ( Pochury Tribe)
17 <sup>th</sup> post	Reserved for all indigenous inhabitants
18 <sup>th</sup> post	Reserved for all indigenous inhabitants
19 <sup>th</sup> post	Reserved for Backward Tribes ( Sangtam Tribe)
20 <sup>th</sup> post	Reserved for all indigenous inhabitants
21 <sup>st</sup> post	Reserved for all indigenous inhabitants
22 <sup>nd</sup> post	Reserved for Backward Tribes ( Yimchunger Tribe)
23 <sup>rd</sup> post	Reserved for all indigenous inhabitants
24 <sup>th</sup> post	Reserved for all indigenous inhabitants
25 <sup>th</sup> post	Reserved for Backward Tribes ( Zeliang Tribe)
26 <sup>th</sup> post	Reserved for all indigenous inhabitants
27 <sup>th</sup> post	Reserved for all indigenous inhabitants

(9.14)

**Government of Nagaland  
Personnel and Administrative Reforms Department  
( Administrative Reforms Branch )**

**OFFICE MEMORANDUM**

NO. AR-12/13/85

Dated Kohima, the 2<sup>nd</sup> July 2002

**Sub: Maintenance of Register for effective implementation of Reservation for Backward Tribes**

The undersigned is directed to invite a reference to this Department's O.M. No. RCBT 5/87(Pt) dated 18.8.2001\* with special reference to Para 2(c) and to state that in order to scrupulously follow the Reservation Policy for Backward Tribes and ensure equal opportunities to the Backward Tribes, all Departments are required to maintain a register recording the sequence of the reservation quota for all categories of posts separately strictly in accordance with the 45 and 27 Point Roster Table for Gazetted posts and Non-Gazetted posts respectively. The Roster Table will be followed in sequence for each recruitment year. Accordingly a separate register shall be maintained for Gazetted and Non-Gazetted posts.

2. A specimen format of the entries category-wise to be made in the Register as shown in the Annexure attached. It may please be noted that the Annexure is purely illustrative in nature.

3. All Departments are, therefore, requested to maintain the Roster Table Register as indicated above for systematic and effective implementation of the Revised Policy for Backward Tribes. Further, all the Departments are requested to submit yearly reports of the implementations of the above stated O.M. dated 18.8.2001 beginning from year ending 31<sup>st</sup> March 2002 to this Department regularly for record and reference

4. If any clarifications on this issue are required, the Reservation Cell of this Department may be consulted for assistance.

**Sd/- RAGHU MENON**

Addl. Chief Secretary to the Government of Nagaland.

\* *Refer chapter 9.12*

(9.15)

**Government of Nagaland  
Department of Personnel and Administrative reforms  
(Administrative Reforms Branch)**

NO-RCBT-5/87(PT-II)

Dated Kohima, the 26<sup>th</sup> August 2002.

**OFFICE MEMORANDUM**

**Sub:- Revised policy for Reservation of post for Backward Tribes.**

In continuation of this Departments office memorandum No.RCBT-5/87 (Pt) dated 18.8.2001\* on the subject cited above and having considered that due to non-availability of sufficient number of vacancies it may not be possible to complete the roster within a reasonable time and that it may be considered more fair to adopt the starting point of the rosters based on merit in those cases where records are not available, the following provisions in respect of the revised reservation policy for Backward Tribes shall be followed with immediate effect.

- i) For any particular category of non-technical posts for which records are not available to identify the tribe of the candidate who had last been selected against the reserved quota, the Backward Tribe candidate securing the highest marks, i.e the candidates topping the merit list amongst the Backward Tribes shall be selected first. This shall be fixed as the starting point in the chain of selections to follow for that particular post and in the order of sequence given in annexure A and B of the O.M dated 18.8.2001, whichever is applicable.
  - ii) Prior to the adoption of the new reservation policy, there was no reservation for Backward Tribes in respect of technical posts. Therefore, for any particular category of technical posts, the Backward Tribe candidates securing the highest marks, i.e. the candidate topping the merit list amongst the Backward Tribes, may be selected first, This may be fixed as the starting point in the chain of selections to follow for that particular post and in the order of sequence given in Annexure A and B to the O.M. dated 18.8.2001, whichever is applicable.
2. The above shall be applicable only in those cases where the roster for any particular category of post has not been applied in the alphabetical order so far in accordance with the provisions of the O.M. Dated 18.8.2001. All other provisions of the reservation policy notified vide O. M. of 18.8.2001 shall remain unchanged.

*\* Refer chapter 9.12*

**Sd/- R.S.PANDEY**  
Chief Secretary to the Govt. of Nagaland.

(9.16)

**Government of Nagaland  
Personnel and Administrative Reforms Department  
( Administrative Reforms Branch )**

**OFFICE MEMORANDUM**

No. RCBT-5/87(Pt-II)

Dated Kohima, the 26<sup>th</sup> August, 2002

**Sub:- Revised policy for reservation of post for Backward Tribes.**

In continuation of this Department's Office Memorandum No.RCBT-5/87(Pt.) dated 18.8.2001\* on the subject cited above and having considered that due to non-availability of sufficient number of vacancies it may not be possible to complete the roster within a reasonable time and it may be considered more fair to adopt the starting point of the rosters based merit in those cases where records are not available, the following provisions in respect of the revised reservation policy for Backward Tribes shall be followed with immediate effect.

- 1) For any particular category of non-technical posts for which records are not available to identify the tribe of the candidate who had last been selected against the reserved quota, the Backward Tribe candidate securing the highest marks, i.e. the candidate topping the merit list amongst the Backward Tribes, shall be selected first. This shall be fixed as the starting point in the chain of selections to follow for that particular post and in the order of sequence given in Annexures A and B of the O. M dated 18.8.2001, whichever is applicable.
- 2) The above shall be applicable only in those cases where the roster for any particular category of post has not been applied in the alphabetical order so far in accordance with the provisions of the O.M. dated 18-8-2001. All other provisions of the reservation policy notified O.M. of 18-8-2001 shall remain unchanged.

\* *Refer chapter 9.12*

**Sd/- R.S. PANDEY**  
Chief Secretary to the Govt. of Nagaland



(9.17)

**Government of Nagaland**  
**Department of Personnel and Administrative Reforms**  
**(Administrative Reforms Branch)**

**NOTIFICATION**

Dated Kohima, the 19<sup>th</sup> August, 2004

**No. AR-3/Gen-9/97:** In pursuance of Section 33 read with Section 32 of the Central Act called the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 (hereinafter the Act), the Governor of Nagaland is pleased to reserve, with immediate effect, **five per cent of vacancies in the posts** enumerated in the Schedule to this Notification, meant for direct recruitment in the Government of Nagaland and its Public Undertakings in favour of persons with the following disabilities:

- (i) blindness;
- (ii) low vision;
- (iii) leprosy cured;
- (iv) hearing impairment;
- (v) locomotor disability;
- (vi) mental retardation; and
- (vii) mental illness.

2. Of the five per cent vacancies so reserved for persons with disabilities, one per cent each will be reserved for the following in the orders shown below, and the rest will be reserved for persons with all categories of disabilities:

- (i) blindness or low vision;
- (ii) hearing impairment; and
- (iii) locomotor disability or cerebral palsy.

3. The disabilities enumerated in paragraphs 1 and 2 above will have the same definitions provided to them in the Act.

4. Until the posts in the Government of Nagaland or its Public Undertakings are identified for reservation for the persons with disabilities as per Section 32 of the Act, and until the departments and establishments in the Government of Nagaland or its Public Undertakings which are required to be exempted from such reservation as per proviso to Section 33 of the Act,

- (i) all advertisements for direct recruitment to posts in the Schedule in this Notification in the Government of Nagaland and its Public Undertakings shall carry a notice that 5% of the vacancies are reserved for persons with the disabilities enumerated in paragraph 1 of this Notification;
- (ii) all applications should contain a specific column for the candidates to state that they are persons with a particular disability as enumerated in paragraph 1 of this Notification; and
- (iii) when such applicants with the disability qualify the examination or interview or both or any other test meant for direct recruitment to posts concerned, on general standards, will be subjected to examination by a Special Medical Board constituted

for the purpose to **certify that the disability they suffer will not hinder the work** they ought to perform after their recruitment; if the Special Medical Board certifies them in this regard, subject to other verifications normally done, they are entitled to be appointed; if not, they shall not be appointed.

5. The manner in which reservation of 5% of posts for persons with disabilities in the Government of Nagaland and its Public Undertakings will be executed, will be guided by the principles laid down by the Supreme Court of India and the Union Ministry of Personnel, Public Grievances and Pensions. There shall be no carry forward of vacancies in case the quota is not filled in a year.

**Encl: Schedule**

**Sd/- V.N.GAUR**  
Principal Secretary to the Govt. of Nagaland

**SCHEDULE TO THE NOTIFICATION.**

1. LDA ( Secretariat, Directorate, District).
2. Typist (Secretariat, Directorate, District).
3. Planning Assistant.
4. Statistical Assistants.
5. Technical Assistants.
6. Junior Divisional Accountant.
7. Lab. Assistant.
8. Assistant Librarian.
9. Assistant Teachers.
10. Supervisors.
11. Instructors.
12. Store Keepers.
13. Inspector of Co-operatives.
14. Draughtsman.
15. Telephone Operator.
16. Peon.
17. Jamadar.
18. Chowkidar.
19. Mali.
20. Sweeper.
21. Cook.

(9.18)

**Government of Nagaland  
Department of Personnel & Administrative Reforms  
(Administrative Reforms Branch)**

NO. AR-13/12/85

Dated, Kohima, the 26<sup>th</sup> Oct'2006.

**OFFICE MEMORANDUM**

**Sub: -Maintenance of Roster for Backward Tribes by NPSC.**

In supersession of all Government Office Memo in maintaining the reservation roster for the Backward Tribes in the State by the P&AR Department (Reservation Cell), the Governor of Nagaland is pleased to delegate the maintenance of Reservation Roster of Backward Tribes in the State by the Nagaland Public Service Commission in order to avoid duplication and anomalies which have arisen in some cases.

All Departments are hereby inform that clearance of the P&AR Department, need not be taken henceforth when requisitions are sent to the Nagaland Public Service Commission for advertisement of the posts.

**Sd/- C.J.PONRAJ**

Principal Secretary to the Govt. of Nagaland

(9.19)

**Government of Nagaland  
Department of Personnel and Administrative Reforms  
(Administrative Reforms Branch)**

**NOTIFICATION**

Dated, Kohima the 16<sup>th</sup> Jan/ 2008.

**No-AR-3/Gen-9/97:** In supersession of all earlier notifications on the subject cited above and in pursuance of Section 33 read with Section 32 of the Central Act called the Persons With Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act 1995 (hereinafter the Act), the Governor of Nagaland is pleased to reserve with immediate effect 3% of the vacancies in the posts enumerated in the Schedule annexed to this notification in favour of persons with the following disabilities:-

1. Blindness with low vision
  2. Hearing impairment and
  3. Locomotor disability or Cerebral Palsy
2. Of the three percent vacancies so reserved for persons with disabilities, one percent will be reserved for each of the following category:--
1. Blindness with low vision
  2. Hearing impairment and
  3. Locomotor disability or Cerebral Palsy.

3. The disabilities enumerated in above paragraphs will have the same definitions provided to them in the Act.
4. All advertisements for direct recruitment to posts mentioned in the schedule in this Notification under the Government of Nagaland and its Public Undertakings shall carry a notice that 3% of the vacancies are reserved for persons with disabilities enumerated in paragraph 1 of this notification, all applications should contain a specific column for the candidates to state that they are persons with a particular disability as enumerated in paragraph 1 of this notification; and
5. When such applicants with the prescribed disability qualify such examinations or interview or both or any other test meant for direct recruitment to posts concerned, on general standards, will be subjected to examination by a State Medical Board constituted for the purpose to certify that the disability they suffer will not hinder the work they ought to perform after their recruitment. If the State Medical Board certifies them in this regard, subject to other verifications normally done, they are entitled to be appointed; if not, they shall not be appointed.
6. The manner in which reservation of 3% of posts for persons with disabilities in the Government of Nagaland and its Public Undertakings will be executed, will be guided by the principles laid down by the Supreme Court of India and the Union Ministry of Personnel, Public Grievances and Pensions. There shall be no carry forward of vacancies in case the quota is not filled in a year.
7. With effect from the date of this Notification in the Gazette, all Departments of the Government of Nagaland and its Public Sector undertakings will start executing this notification by following the reservation mentioned herein and send a report to the nodal agency, i.e. Department of P&AR. The Department of Employment shall collect relevant information of eligible disabled persons and maintain a roster of candidates under this category for information of the NPSC and all other recruitment agencies. Section 33 of PWD Act, 1995 which provides reservation of posts also provides for exemption of certain posts from the purview of this notification due to the nature of duties expected to be performed by the employees in such posts. In the light of exemption clause provided under Section 33 under the Govt. of Nagaland any establishment seeking exemption of any post from the purview of the Section 33 of the Act may refer the case to the P&AR Department for consideration of the same by a Committee under the Chairmanship of the Principal Secretary of P&AR with State Commissioner for PWD. The Committee may consult such persons/experts as may be considered appropriate for taking a view on the application of the exemption.

**Sd/- C. J. PONRAJ**  
Principal Secretary to the Govt. of Nagaland

(9.20)

**Government of Nagaland  
Department of Personnel and Administrative Reforms  
(Administrative Reforms Branch)**

**ADDENDUM**

Dated, Kohima the 30<sup>th</sup> June, 2008.

No.AR-3/Gen-9/97: In continuation of this Department's notification of even number dated 16<sup>th</sup> Jan, 2008\*, the Governor of Nagaland is pleased to include Post Graduate Teachers of School Education Department under the provision of 3% reservation of vacancies, for the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995. The Physical requirements and categories of disabled suitable for the post will be the same as for the Lecturers (both Arts and Science streams).

\* Refer chapter 9.18

**Sd/- C. J. PONRAJ**  
Principal Secretary to the Govt. of Nagaland

(9.21)

**Government of Nagaland  
Personnel and Administrative Reforms Department  
( Administrative Reforms Branch)**

**NOTIFICATION**

Dated, Kohima, the 23<sup>th</sup> July, 2008.

**NO. RCBT-5/87 (Pt-II) :** In supercession of this Department Notification No. RCBT-5/87 dated 24<sup>th</sup> March, 1994\*, the Governor of Nagaland, in exercise of the powers conferred by Articles 16 (4) of the Constitution of India, hereby directs that 25% of all categories both Gazetted and Non-Gazetted posts under the Government of Nagaland shall be reserved for the persons belonging to the following 6 (six) Tribes of four Districts of Mon, Tuensang, Kiphire and Longleng:-

1. Chang
2. Khiamungang
3. Konyak
4. Phom
5. Sangtam
6. Yimchunger

2. Further, the balance 8% of all categories both Gazetted and Non-Gazetted posts under the Government of Nagaland (out of 33% reservation of posts earlier for the 9 (nine) Backward Tribes) will be reserved for the following Tribes.

1. Chakhesang.
2. Pochury.
3. Zeliang.

3. Two new 200 point rosters also with revised instructions on operating the rosters, one each for Non-Gazetted and Gazetted (Both Technical and Non Technical posts are introduced with immediate effect. All appointments henceforth shall conform to the new roster system.
4. All Departments should maintain a separate Register for effective implementation of reservation for the Backward Tribes. Further, all the Departments are requested to submit Quarterly reports to this Department and the Department of Underdeveloped Areas (DUDA) of the implementations of the policy.
5. In case any difficulty in implementing the provisions of the revised Reservation Policy for BT, the Departments shall refer the matter with relevant records to this Department for clarification.

*\*Refer chapter 9.11*

**Sd/- LALHUMA**  
Chief Secretary to the Govt. of Nagaland

(9.22)

**Government of Nagaland**  
**Personnel and Administrative Reforms Department**  
**( Administrative Reforms Branch)**

**OFFICE MEMORANDUM**

Dated, Kohima, the 23<sup>th</sup> July, 2008.

**NO. RCBT-5/87 (Pt-II) :** : In partial modification of this Department Notification of even number dated 23<sup>rd</sup> July, 2008\*, regarding reservation of posts for the Backward Tribes in the State. The instructions on operating the roster system should be read as follows:-

1. If no candidate is available from a particular BT whose turn has come on the roster, the benefit may be extended to the next Backward Tribe as indicated in the relevant roster. However, this benefit will be extended to the same tribe in the subsequent recruitment year, after which it will lapse. At the same time, the particular Backward Tribe which gained during that recruitment year will not be entitled to the benefit which has been already availed. Once it has lapsed, the benefit for that particular tribe will become available only after completion of the on going rotation system. All candidates irrespective of the tribe to which any candidate belongs, he/she should clear the minimum required standards set by the recruiting authority. Hence, it is decided that any candidate from a BT, in order to become eligible for the oral interview/viva voce should have secured not less than 30 marks. However, in the event the overall marks in a particular examination is found to be very low and all the candidates in general fare poorly, as a result of which the candidate from the concerned BT could not secure the minimum marks and re-fix suitable mark for that particular year only.
2. In the case of Grade IV posts, it has been decided that the reservations for BT shall be applicable only to recruitments made to this category of posts in the Secretariat, Directorates and State Level Offices and shall not apply to recruitments made in the District level offices.

3. The reservation for BT can be ensured only when recruitments are made according to prescribed procedures and the roster is scrupulously maintained by each Department separately for each category of post. The very purpose of reservations for Backward Tribes will be defeated if adhoc/casual appointments are made in violation of existing instructions and later sought to be regularized.

*\*Refer chapter 9.20*

**Sd/- C. J. PONRAJ**  
Principal Secretary to the Govt. of Nagaland

**(9.23)**

**Government of Nagaland**  
**Personnel and Administrative Reforms Department**  
**( Administrative Reforms Branch)**

**NOTIFICATION**

Dated, Kohima, the 14<sup>th</sup> April, 2011.

NO. RCBT-5/87 (Pt-II) : : In partial modification of this Department's Notification No. RCBT-5/87 (Pt-II) dated 23<sup>rd</sup> July, 2008\*, the Governor of Nagaland, in exercise of the powers conferred by Articles 16(4) of the Constitution of India, hereby directs that 25% of all categories, both gazetted and non-gazetted posts, under the Government of Nagaland shall be reserved for the persons belonging to the following 6(six) Tribes of four districts of Mon, Tuensang, Kiphire and Longleng, with immediate effect:-

- (i) Konyak
- (ii) Phom
- (iii) Sangtam
- (iv) Yimchunger
- (v) Chang
- (vi) Khamniungan

2. Further, 12% of all categories both gazetted and non-gazetted posts under the Government of Nagaland will be reserved for the following Tribes.

- (i) Chakhesang : 4%
- (ii) Pochury : 2%
- (iii) Zeliang : 4%
- (iv) Sumis of Kiphire District : 2%

3. The 60 point roster for non-gazetted and 70 point roster for gazetted both technical and non- technical posts are also introduced with immediate effect. This 60 and 70 point roster will be a sequence on will go on rotation basis once the cycle of reservation is benefited by all the earmarked BTs. All appointments henceforth shall conform to the new roster system. Further, all the Departments should maintain a separate Register for effective implementation of reservation for the Backward Tribes.

*\*Refer chapter 9.20*

**Sd/- LALTHARA**  
Chief Secretary to the Govt. of Nagaland

(9.24)

**Government of Nagaland  
Personnel and Administrative Reforms Department  
( Administrative Reforms Branch)**

**NOTIFICATION**

Dated, Kohima, the 15<sup>th</sup> June, 2012.

NO. RCBT-5/87 (Pt-II) : : In partial modification of this Department's Notification No. RCBT-5/87 (Pt-II) dated 14<sup>th</sup> April, 2011\*, the Governor of Nagaland is pleased to specify the quota of jobs reserved for Chakhesang and Pochury tribes in the existing roster table with immediate effect for implementation of the policy for the backward tribes in view of separation of the reserved quota between Chakhesang and Pochury tribes which was clubbed together earlier. In the existing roster table issued vide notification of even number dated 14/04/2011, in the Annexure A-1, 10<sup>th</sup>, 42<sup>nd</sup>, 59<sup>th</sup> and 94<sup>th</sup> vacancy will be reserved for Chakhesang tribe while the 29<sup>th</sup> and 78<sup>th</sup> vacancies will be reserved for Pochury tribe, and in the Annexure A-2, the 9<sup>th</sup>, 42<sup>nd</sup>, 59<sup>th</sup>, and 92<sup>nd</sup> vacancies will be reserved for Chakhesang tribe, while the 29<sup>th</sup> and 79<sup>th</sup> vacancies will be reserved for Pochury tribe.

**Sd/- LALTHARA**

Chief Secretary to the Government of Nagaland.

*\*Refer chapter 9.22*

**ANNEXURE B-1**

**125 Point Roster Table for categories of posts where 80 percent is reserved for Indigenous Inhabitants (with no Reservation for Physically Handicapped)**

<b><u>Position of Vacancies</u></b>	<b><u>Source from which to be filled</u></b>
1st vacancy	Reserved for all indigenous inhabitants
2nd vacancy	Reserved for Backward Tribes only (Konyak Tribe)
3rd vacancy	Unreserved
4th vacancy	Reserved for all indigenous inhabitants
5th vacancy	Reserved for all indigenous inhabitants
6th vacancy	Reserved for Backward Tribes only (Phom Tribe)
7th vacancy	Reserved for all indigenous inhabitants
8th vacancy	Unreserved
9th vacancy	Reserved for Backward Tribes only (Sangtam Tribe)
10th vacancy	Reserved for all indigenous inhabitants
11th vacancy	Reserved for all indigenous inhabitants
12th vacancy	Reserved for Backward Tribes only (Chakhesang Tribe)
13th vacancy	Unreserved
14th vacancy	Reserved for all indigenous inhabitants
15th vacancy	Reserved for all indigenous inhabitants
16th vacancy	Reserved for Backward Tribes only (Zeliang Tribe)
17th vacancy	Reserved for all indigenous inhabitants
18th vacancy	Unreserved
19th vacancy	Reserved for Backward Tribes only (Yimchunger Tribe)



20th vacancy	Reserved for all indigenous inhabitants
21st vacancy	Reserved for all indigenous inhabitants
22nd vacancy	Reserved for Backward Tribes only (Chang Tribe)
23rd vacancy	Unreserved
24th vacancy	Reserved for all indigenous inhabitants
25th vacancy	Reserved for all indigenous inhabitants
26th vacancy	Reserved for Backward Tribes only (Khamniungan Tribe)
27th vacancy	Reserved for all indigenous inhabitants
28th vacancy	Unreserved
29th vacancy	Reserved for Backward Tribes only (Konyak Tribe)
30th vacancy	Reserved for all indigenous inhabitants
31st vacancy	Reserved for all indigenous inhabitants
32nd vacancy	Reserved for Backward Tribes only (Sumis Tribe of Kiphire)
33rd vacancy	Unreserved
34th vacancy	Reserved for all indigenous inhabitants
35th vacancy	Reserved for all indigenous inhabitants
36th vacancy	Reserved for Backward Tribes only (Pochury Tribe)
37th vacancy	Reserved for all indigenous inhabitants
38th vacancy	Unreserved
39th vacancy	Reserved for all indigenous inhabitants
40th vacancy	Reserved for Backward Tribes only (Phom Tribe)
41st vacancy	Reserved for all indigenous inhabitants
42nd vacancy	Reserved for Backward Tribes only (Sangtam Tribe)
43rd vacancy	Unreserved
44th vacancy	Reserved for all indigenous inhabitants
45th vacancy	Reserved for all indigenous inhabitants
46th vacancy	Reserved for Backward Tribes only (Yimchunger Tribe)
47th vacancy	Reserved for all indigenous inhabitants
48th vacancy	Unreserved
49th vacancy	Reserved for all indigenous inhabitants
50th vacancy	Reserved for Backward Tribes only (Zeliang Tribe)
51st vacancy	Reserved for all indigenous inhabitants
52nd vacancy	Reserved for Backward Tribes only (Chakhesang Tribe)
53rd vacancy	Unreserved
54th vacancy	Reserved for all indigenous inhabitants
55th vacancy	Reserved for all indigenous inhabitants
56th vacancy	Reserved for Backward Tribes only (Chang Tribe)
57th vacancy	Reserved for all indigenous inhabitants
58th vacancy	Unreserved
59th vacancy	Reserved for all indigenous inhabitants
60th vacancy	Reserved for Backward Tribes only (Khamniungan Tribe)
61st vacancy	Reserved for all indigenous inhabitants
62nd vacancy	Reserved for all indigenous inhabitants
63rd vacancy	Unreserved
64th vacancy	Reserved for Backward Tribes only (Konyak Tribe)
65th vacancy	Reserved for all indigenous inhabitants
66th vacancy	Reserved for Backward Tribes only (Phom Tribe)
67th vacancy	Reserved for all indigenous inhabitants
68th vacancy	Unreserved
69th vacancy	Reserved for all indigenous inhabitants

70th vacancy	Reserved for Backward Tribes only (Sangtam Tribe)
71st vacancy	Reserved for all indigenous inhabitants
72nd vacancy	Reserved for all indigenous inhabitants
73rd vacancy	Unreserved
74th vacancy	Reserved for Backward Tribes only (Pochury Tribe)
75th vacancy	Reserved for all indigenous inhabitants
76th vacancy	Reserved for Backward Tribes only (Yimchunger Tribe)
77th vacancy	Reserved for all indigenous inhabitants
78th vacancy	Unreserved
79th vacancy	Reserved for all indigenous inhabitants
80th vacancy	Reserved for Backward Tribes only (Zeliang Tribe)
81st vacancy	Reserved for all indigenous inhabitants
82nd vacancy	Reserved for all indigenous inhabitants
83rd vacancy	Unreserved
84th vacancy	Reserved for Backward Tribes only (Chang Tribe)
85th vacancy	Reserved for all indigenous inhabitants
86th vacancy	Reserved for Backward Tribes only (Khamniungan Tribe)
87th vacancy	Reserved for all indigenous inhabitants
88th vacancy	Unreserved
89th vacancy	Reserved for all indigenous inhabitants
90th vacancy	Reserved for Backward Tribes only (Konyak Tribe)
91st vacancy	Reserved for all indigenous inhabitants
92nd vacancy	Reserved for all indigenous inhabitants
93rd vacancy	Unreserved
94th vacancy	Reserved for Backward Tribes only (Sumis Tribe of Kiphire)
95th vacancy	Reserved for all indigenous inhabitants
96th vacancy	Reserved for all indigenous inhabitants
97th vacancy	Reserved for Backward Tribes only (Chakhesang Tribe)
98th vacancy	Unreserved
99th vacancy	Reserved for all indigenous inhabitants
100th vacancy	Reserved for Backward Tribes only (Phom Tribe)
101st vacancy	Reserved for all indigenous inhabitants
102nd vacancy	Reserved for all indigenous inhabitants
103rd vacancy	Unreserved
104th vacancy	Reserved for Backward Tribes only (Sangtam Tribe)
105th vacancy	Reserved for all indigenous inhabitants
106th vacancy	Reserved for all indigenous inhabitants
107th vacancy	Reserved for Backward Tribes only (Yimchunger Tribe)
108th vacancy	Unreserved
109th vacancy	Reserved for all indigenous inhabitants
110th vacancy	Reserved for Backward Tribes only (Zeliang Tribe)
111th vacancy	Reserved for all indigenous inhabitants
112th vacancy	Reserved for all indigenous inhabitants
113th vacancy	Unreserved
114th vacancy	Reserved for Backward Tribes only (Chang Tribe)
115th vacancy	Reserved for all indigenous inhabitants
116th vacancy	Reserved for all indigenous inhabitants
117th vacancy	Reserved for Backward Tribes only (Chakhesang Tribe)
118th vacancy	Unreserved
119th vacancy	Reserved for all indigenous inhabitants

120th vacancy	Reserved for all indigenous inhabitants
121st vacancy	Reserved for Backward Tribes only (Khamniungan Tribe)
122nd vacancy	Reserved for all indigenous inhabitants
123rd vacancy	Unreserved
124th vacancy	Reserved for Backward Tribes only (Konyak Tribe)
125th vacancy	Reserved for all indigenous inhabitants

## **ANNEXURE B-2**

### **125 Point Roster Table for categories of posts where 80 percent is reserved for Indigenous Inhabitants (with 3% Reservation for Physically Handicapped)**

<b><u>Position of vacancy</u></b>	<b><u>Sources from which to be filled</u></b>
1st vacancy	Reserved for all Indigenous inhabitants
2nd vacancy	Reserved for Backward Tribes only (Konyak Tribe)
3rd vacancy	Unreserved
4th vacancy	Reserved for all Indigenous inhabitants
5th vacancy	Reserved for Backward Tribes only (Phom Tribe)
6th vacancy	Reserved for all Indigenous inhabitants
7th vacancy	Reserved for all Indigenous inhabitants
8th vacancy	Unreserved
9th vacancy	Reserved for Backward Tribes only (Sangtam Tribe)
10th vacancy	Reserved for all Indigenous inhabitants
11th vacancy	Reserved for Backward Tribes only (Chakhesang Tribe)
12th vacancy	Reserved for all Indigenous inhabitants
13th vacancy	Unreserved
14th vacancy	Reserved for all Indigenous inhabitants
15th vacancy	Reserved for Backward Tribes only (Yimchunger Tribe)
16th vacancy	Reserved for all Indigenous inhabitants
17th vacancy	Reserved for Backward Tribes only (Zeliang Tribe)
18th vacancy	Unreserved
19th vacancy	Reserved for all Indigenous inhabitants
20th vacancy	Reserved for all Indigenous inhabitants
21st vacancy	Reserved for (Physically Handicapped)
22nd vacancy	Reserved for all Indigenous inhabitants
23rd vacancy	Unreserved
24th vacancy	Reserved for Backward Tribes only (Chang Tribe)
25th vacancy	Reserved for all Indigenous inhabitants
26th vacancy	Reserved for all Indigenous inhabitants
27th vacancy	Reserved for Backward Tribes only (Khamniungan Tribe)
28th vacancy	Unreserved
29th vacancy	Reserved for all Indigenous inhabitants
30th vacancy	Reserved for Backward Tribes only (Konyak Tribe)
31st vacancy	Reserved for all Indigenous inhabitants
32nd vacancy	Reserved for all Indigenous inhabitants
33rd vacancy	Unreserved
34th vacancy	Reserved for Backward Tribes only (Sumis Tribe of Kiphire)

35th vacancy	Reserved for all Indigenous inhabitants
36th vacancy	Reserved for Backward Tribes only (Pochury Tribe)
37th vacancy	Reserved for all Indigenous inhabitants
38th vacancy	Unreserved
39th vacancy	Reserved for all Indigenous inhabitants
40th vacancy	Reserved for Backward Tribes only (Phom Tribe)
41st vacancy	Reserved for all Indigenous inhabitants
42nd vacancy	Reserved for Backward Tribes only (Sangtam Tribe)
43rd vacancy	Unreserved
44th vacancy	Reserved for all Indigenous inhabitants
45th vacancy	Reserved for all Indigenous inhabitants
46th vacancy	Reserved for Backward Tribes only (Yimchunger Tribe)
47th vacancy	Reserved for all Indigenous inhabitants
48th vacancy	Unreserved
49th vacancy	Reserved for Backward Tribes only (Zeliang Tribe)
50th vacancy	Reserved for all Indigenous inhabitants
51st vacancy	Reserved for all Indigenous inhabitants
52nd vacancy	Reserved for Backward Tribes only (Chakhesang Tribe)
53rd vacancy	Unreserved
54th vacancy	Reserved for all Indigenous inhabitants
55th vacancy	Reserved for Backward Tribes only (Chang Tribe)
56th vacancy	Reserved for all Indigenous inhabitants
57th vacancy	Reserved for all Indigenous inhabitants
58th vacancy	Unreserved
59th vacancy	Reserved for Backward Tribes only (Khamniungan Tribe)
60th vacancy	Reserved for all Indigenous inhabitants
61st vacancy	Reserved for Backward Tribes only (Konyak Tribe)
62nd vacancy	Reserved for all Indigenous inhabitants
63rd vacancy	Unreserved
64th vacancy	Reserved for all Indigenous inhabitants
65th vacancy	Reserved for (Physically Handicapped)
66th vacancy	Reserved for all Indigenous inhabitants
67th vacancy	Reserved for Backward Tribes only (Phom Tribe)
68th vacancy	Unreserved
69th vacancy	Reserved for all Indigenous inhabitants
70th vacancy	Reserved for all Indigenous inhabitants
71st vacancy	Reserved for Backward Tribes only (Sangtam Tribe)
72nd vacancy	Reserved for all Indigenous inhabitants
73rd vacancy	Unreserved
74th vacancy	Reserved for Backward Tribes only (Pochury Tribe)
75th vacancy	Reserved for all Indigenous inhabitants
76th vacancy	Reserved for all Indigenous inhabitants
77th vacancy	Reserved for Backward Tribes only (Yimchunger Tribe)
78th vacancy	Unreserved
79th vacancy	Reserved for all Indigenous inhabitants
80th vacancy	Reserved for Backward Tribes only (Zeliang Tribe)
81st vacancy	Reserved for all Indigenous inhabitants
82nd vacancy	Reserved for all Indigenous inhabitants
83rd vacancy	Unreserved
84th vacancy	Reserved for Backward Tribes only (Chang Tribe)

85th vacancy	Reserved for all Indigenous inhabitants
86th vacancy	Reserved for Backward Tribes only (Khamniungan Tribe)
87th vacancy	Reserved for all Indigenous inhabitants
88th vacancy	Unreserved
89th vacancy	Reserved for all Indigenous inhabitants
90th vacancy	Reserved for Backward Tribes only (Konyak Tribe)
91st vacancy	Reserved for all Indigenous inhabitants
92nd vacancy	Reserved for Backward Tribes only (Phom Tribe)
93rd vacancy	Unreserved
94th vacancy	Reserved for all Indigenous inhabitants
95th vacancy	Reserved for all Indigenous inhabitants
96th vacancy	Reserved for Backward Tribes only (Sumis Tribe of Kiphire)
97th vacancy	Reserved for all Indigenous inhabitants
98th vacancy	Unreserved
99th vacancy	Reserved for Backward Tribes only (Chakhesang Tribe)
100th vacancy	Reserved for all Indigenous inhabitants
101st vacancy	Reserved for all Indigenous inhabitants
102nd vacancy	Reserved for Backward Tribes only (Sangtam Tribe)
103rd vacancy	Unreserved
104th vacancy	Reserved for all Indigenous inhabitants
105th vacancy	Reserved for (Physically Handicapped)
106th vacancy	Reserved for all Indigenous inhabitants
107th vacancy	Reserved for all Indigenous inhabitants
108th vacancy	Unreserved
109th vacancy	Reserved for Backward Tribes only (Yimchunger Tribe)
110th vacancy	Reserved for all Indigenous inhabitants
111th vacancy	Reserved for Backward Tribes only (Zeliang Tribe)
112th vacancy	Reserved for all Indigenous inhabitants
113th vacancy	Unreserved
114th vacancy	Reserved for all Indigenous inhabitants
115th vacancy	Reserved for Backward Tribes only (Chakhesang Tribe)
116th vacancy	Reserved for all Indigenous inhabitants
117th vacancy	Reserved for Backward Tribes only (Chang Tribe)
118th vacancy	Unreserved
119th vacancy	Reserved for all Indigenous inhabitants
120th vacancy	Reserved for all Indigenous inhabitants
121st vacancy	Reserved for Backward Tribes only (Khamniungan Tribe)
122nd vacancy	Reserved for all Indigenous inhabitants
123rd vacancy	Unreserved
124th vacancy	Reserved for Backward Tribes only (Konyak Tribe)
125th vacancy	Reserved for all Indigenous inhabitants

## **ANNEXURE A-1**

**100 point Roster Table for categories of posts where 100 percent is reserved for Indigenous Inhabitants and where there is **no reservation** for Physically Handicapped.**

<b><u>Position of vacancies</u></b>	<b><u>Source from which to be filled</u></b>
1st vacancy	Reserved for all indigenous inhabitants
2nd vacancy	Reserved for Backward Tribes (Konyak)
3rd vacancy	Reserved for all indigenous inhabitants
4th vacancy	Reserved for all indigenous inhabitants
5th vacancy	Reserved for Backward Tribes (Phom)
6th vacancy	Reserved for all indigenous inhabitants
7th vacancy	Reserved for Backward Tribes (Sangtam)
8th vacancy	Reserved for all indigenous inhabitants
9th vacancy	Reserved for all indigenous inhabitants
10th vacancy	Reserved for Backward Tribes (Chakhesang)
11th vacancy	Reserved for all indigenous inhabitants
12th vacancy	Reserved for all indigenous inhabitants
13th vacancy	Reserved for Backward Tribes (Zeliang)
14th vacancy	Reserved for all indigenous inhabitants
15th vacancy	Reserved for Backward Tribes (Yimchunger)
16th vacancy	Reserved for all indigenous inhabitants
17th vacancy	Reserved for all indigenous inhabitants
18th vacancy	Reserved for Backward Tribes (Chang)
19th vacancy	Reserved for all indigenous inhabitants
20th vacancy	Reserved for all indigenous inhabitants
21st vacancy	Reserved for Backward Tribes (Khamniungan)
22nd vacancy	Reserved for all indigenous inhabitants
23rd vacancy	Reserved for Backward Tribes (Konyak)
24th vacancy	Reserved for all indigenous inhabitants
25th vacancy	Reserved for all indigenous inhabitants
26th vacancy	Reserved for Backward Tribes (Sumis Tribe of Kiphire)
27th vacancy	Reserved for all indigenous inhabitants
28th vacancy	Reserved for all indigenous inhabitants
29th vacancy	Reserved for Backward Tribes (Pochury)
30th vacancy	Reserved for all indigenous inhabitants
31st vacancy	Reserved for all indigenous inhabitants
32nd vacancy	Reserved for Backward Tribes (Phom)
33rd vacancy	Reserved for all indigenous inhabitants
34th vacancy	Reserved for Backward Tribes (Sangtam)
35th vacancy	Reserved for all indigenous inhabitants
36th vacancy	Reserved for all indigenous inhabitants
37th vacancy	Reserved for Backward Tribes (Yimchunger)
38th vacancy	Reserved for all indigenous inhabitants
39th vacancy	Reserved for all indigenous inhabitants
40th vacancy	Reserved for Backward Tribes (Zeliang)
41st vacancy	Reserved for all indigenous inhabitants
42nd vacancy	Reserved for Backward Tribes (Chakhesang)
43rd vacancy	Reserved for all indigenous inhabitants

44th vacancy	Reserved for all indigenous inhabitants
45th vacancy	Reserved for Backward Tribes (Chang)
46th vacancy	Reserved for all indigenous inhabitants
47th vacancy	Reserved for all indigenous inhabitants
48th vacancy	Reserved for Backward Tribes (Khamniungan)
49th vacancy	Reserved for all indigenous inhabitants
50th vacancy	Reserved for all indigenous inhabitants
51st vacancy	Reserved for Backward Tribes (Konyak)
52nd vacancy	Reserved for all indigenous inhabitants
53rd vacancy	Reserved for Backward Tribes (Phom)
54th vacancy	Reserved for all indigenous inhabitants
55th vacancy	Reserved for all indigenous inhabitants
56th vacancy	Reserved for Backward Tribes (Sangtam)
57th vacancy	Reserved for all indigenous inhabitants
58th vacancy	Reserved for all indigenous inhabitants
59th vacancy	Reserved for Backward Tribes (Chakhesang)
60th vacancy	Reserved for all indigenous inhabitants
61st vacancy	Reserved for Backward Tribes (Yimchunger)
62nd vacancy	Reserved for all indigenous inhabitants
63rd vacancy	Reserved for all indigenous inhabitants
64th vacancy	Reserved for Backward Tribes (Zeliang)
65th vacancy	Reserved for all indigenous inhabitants
66th vacancy	Reserved for all indigenous inhabitants
67th vacancy	Reserved for Backward Tribes (Chang)
68th vacancy	Reserved for all indigenous inhabitants
69th vacancy	Reserved for Backward Tribes (Khamniungan)
70th vacancy	Reserved for all indigenous inhabitants
71st vacancy	Reserved for all indigenous inhabitants
72nd vacancy	Reserved for Backward Tribes (Konyak)
73rd vacancy	Reserved for all indigenous inhabitants
74th vacancy	Reserved for all indigenous inhabitants
75th vacancy	Reserved for Backward Tribes (Sumis Tribe of Kiphire)
76th vacancy	Reserved for all indigenous inhabitants
77th vacancy	Reserved for all indigenous inhabitants
78th vacancy	Reserved for Backward Tribes (Pochury)
79th vacancy	Reserved for all indigenous inhabitants
80th vacancy	Reserved for Backward Tribes (Phom)
81st vacancy	Reserved for all indigenous inhabitants
82nd vacancy	Reserved for all indigenous inhabitants
83rd vacancy	Reserved for Backward Tribes (Sangtam))
84th vacancy	Reserved for all indigenous inhabitants
85th vacancy	Reserved for all indigenous inhabitants
86th vacancy	Reserved for Backward Tribes (Yimchunger)
87th vacancy	Reserved for all indigenous inhabitants
88th vacancy	Reserved for Backward Tribes (Zeliang)
89th vacancy	Reserved for all indigenous inhabitants
90th vacancy	Reserved for all indigenous inhabitants
91st vacancy	Reserved for Backward Tribes (Chang)
92nd vacancy	Reserved for all indigenous inhabitants
93rd vacancy	Reserved for all indigenous inhabitants

94th vacancy	Reserved for Backward Tribes (Chakhesang)
95th vacancy	Reserved for all indigenous inhabitants
96th vacancy	Reserved for all indigenous inhabitants
97th vacancy	Reserved for Backward Tribes (Khamniungan)
98th vacancy	Reserved for all indigenous inhabitants
99th vacancy	Reserved for Backward Tribes (Konyak)
100th vacancy	Reserved for all indigenous inhabitants

### **ANNEXURE A-2**

100 point Roster Table for categories of posts where 100 percent is reserved for Indigenous Inhabitants and where **there is 3% reservation** for Physically Handicapped.

<b><u>Position of vacancies</u></b>	<b><u>Source from where to be filled</u></b>
1st Vacancy	Reserved for all indigenous inhabitants
2nd Vacancy	Reserved for Backward Tribes (Konyak)
3rd Vacancy	Reserved for all indigenous inhabitants
4th Vacancy	Reserved for Backward Tribes (Phom)
5th Vacancy	Reserved for all indigenous inhabitants
6th Vacancy	Reserved for all indigenous inhabitants
7th Vacancy	Reserved for Backward Tribes (Sangtam)
8th Vacancy	Reserved for all indigenous inhabitants
9th Vacancy	Reserved for Backward Tribes (Chakhesang)
10th Vacancy	Reserved for all indigenous inhabitants
11th Vacancy	Reserved for all indigenous inhabitants
12th Vacancy	Reserved for Backward Tribes (Yimchunger)
13th Vacancy	Reserved for all indigenous inhabitants
14th Vacancy	Reserved for Backward Tribes (Zeliang)
15th Vacancy	Reserved for all indigenous inhabitants
16th Vacancy	Reserved for all indigenous inhabitants
17th Vacancy	Reserved for Physically Handicapped
18th Vacancy	Reserved for all indigenous inhabitants
19th Vacancy	Reserved for Backward Tribes (Chang)
20th Vacancy	Reserved for all indigenous inhabitants
21st Vacancy	Reserved for all indigenous inhabitants
22nd Vacancy	Reserved for Backward Tribes (Khamniungan)
23rd Vacancy	Reserved for all indigenous inhabitants
24th Vacancy	Reserved for Backward Tribes (Konyak)
25th Vacancy	Reserved for all indigenous inhabitants
26th Vacancy	Reserved for all indigenous inhabitants
27th Vacancy	Reserved for Backward Tribes (Sumis Tribe of Kiphire)
28th Vacancy	Reserved for all indigenous inhabitants
29th Vacancy	Reserved for Backward Tribes (Pochury)
30th Vacancy	Reserved for all indigenous inhabitants
31st Vacancy	Reserved for all indigenous inhabitants
32nd Vacancy	Reserved for Backward Tribes (Phom)
33rd Vacancy	Reserved for all indigenous inhabitants



34th Vacancy	Reserved for Backward Tribes (Sangtam)
35th Vacancy	Reserved for all indigenous inhabitants
36th Vacancy	Reserved for all indigenous inhabitants
37th Vacancy	Reserved for Backward Tribes (Yimchunger)
38th Vacancy	Reserved for all indigenous inhabitants
39th Vacancy	Reserved for Backward Tribes (Zeliang)
40th Vacancy	Reserved for all indigenous inhabitants
41st Vacancy	Reserved for all indigenous inhabitants
42nd Vacancy	Reserved for Backward Tribes (Chakhesang)
43rd Vacancy	Reserved for all indigenous inhabitants
44th Vacancy	Reserved for Backward Tribes (Chang)
45th Vacancy	Reserved for all indigenous inhabitants
46th Vacancy	Reserved for all indigenous inhabitants
47th Vacancy	Reserved for Backward Tribes (Khiamniungan)
48th Vacancy	Reserved for all indigenous inhabitants
49th Vacancy	Reserved for Backward Tribes (Konyak)
50th Vacancy	Reserved for all indigenous inhabitants
51st Vacancy	Reserved for all indigenous inhabitants
52nd Vacancy	Reserved for Physically Handicapped
53rd Vacancy	Reserved for all indigenous inhabitants
54th Vacancy	Reserved for Backward Tribes (Phom)
55th Vacancy	Reserved for all indigenous inhabitants
56th Vacancy	Reserved for all indigenous inhabitants
57th Vacancy	Reserved for Backward Tribes (Sangtam)
58th Vacancy	Reserved for all indigenous inhabitants
59th Vacancy	Reserved for Backward Tribes (Chakhesang)
60th Vacancy	Reserved for all indigenous inhabitants
61st Vacancy	Reserved for all indigenous inhabitants
62nd Vacancy	Reserved for Backward Tribes (Yimchunger)
63rd Vacancy	Reserved for all indigenous inhabitants
64th Vacancy	Reserved for Backward Tribes (Zeliang)
65th Vacancy	Reserved for all indigenous inhabitants
66th Vacancy	Reserved for all indigenous inhabitants
67th Vacancy	Reserved for Backward Tribes (Chang)
68th Vacancy	Reserved for all indigenous inhabitants
69th Vacancy	Reserved for Backward Tribes (Khiamniungan)
70th Vacancy	Reserved for all indigenous inhabitants
71st Vacancy	Reserved for all indigenous inhabitants
72nd Vacancy	Reserved for Backward Tribes (Konyak)
73rd Vacancy	Reserved for all indigenous inhabitants
74th Vacancy	Reserved for Backward Tribes (Phom)
75th Vacancy	Reserved for all indigenous inhabitants
76th Vacancy	Reserved for all indigenous inhabitants
77th Vacancy	Reserved for Backward Tribes (Sumis Tribe of Kiphire)
78th Vacancy	Reserved for all indigenous inhabitants
79th Vacancy	Reserved for Backward Tribes (Pochury)
80th Vacancy	Reserved for all indigenous inhabitants
81st Vacancy	Reserved for all indigenous inhabitants
82nd Vacancy	Reserved for Backward Tribes (Sangtam))
83rd Vacancy	Reserved for all indigenous inhabitants

84th Vacancy	Reserved for Physically Handicapped
85th Vacancy	Reserved for all indigenous inhabitants
86th Vacancy	Reserved for all indigenous inhabitants
87th Vacancy	Reserved for Backward Tribes (Yimchunger)
88th Vacancy	Reserved for all indigenous inhabitants
89th Vacancy	Reserved for Backward Tribes (Zeliang)
90th Vacancy	Reserved for all indigenous inhabitants
91st Vacancy	Reserved for all indigenous inhabitants
92nd Vacancy	Reserved for Backward Tribes (Chakhesang)
93rd Vacancy	Reserved for all indigenous inhabitants
94th Vacancy	Reserved for Backward Tribes (Chang)
95th Vacancy	Reserved for all indigenous inhabitants
96th Vacancy	Reserved for all indigenous inhabitants
97th Vacancy	Reserved for Backward Tribes (Khiamniungan)
98th Vacancy	Reserved for all indigenous inhabitants
99th Vacancy	Reserved for Backward Tribes (Konyak)
100th Vacancy	Reserved for all indigenous inhabitants

(9.25)

**Government of Nagaland**  
**Personnel and Administrative Reforms Department**  
**( Administrative Reforms Branch)**

**OFFICE MEMORANDUM**

Dated, Kohima, the 5<sup>th</sup> May, 2012.

NO. RCBT-5/87 (Pt-II) : : The reservation policy of the Government with regard to backward tribes has been enunciated in O.Ms of even number dated 14<sup>th</sup> April, 2011\*. Despite clear instructions, it has come to the notice of the Government that many Departments have not been strictly following the reservation roster for recruitments against Grade-IV posts. All Departments should ensure that reservation, as prescribed is also followed for recruitment to Grade-IV posts.

Further, with a view to simplify the process and take care of difficulties faced by some Departments in operating lone/isolated Grade-IV posts, it is clarified that:

- (i) The appointing authority(ies) in a Department should determine all Grade-IV vacancies, likely to arise in a year at the beginning of the year.
- (ii) These likely vacancies should be clubbed together and arranged/listed in an alphabetical cycle (e.g Chowkidar, Duftry, Mali, Peon, Sweeper etc), for the purpose of reservation.
- (iii) This list should be then plotted against the running roster (100 percent reservation for indigenous inhabitants), which the department has been maintaining over the years, and determine which vacancy corresponds to which reservation point.

In case of any clarifications on the matter, the same may be referred to P&AR Department.

**Sd/- LALTHARA**

Chief Secretary to the Government of Nagaland.

*\*Refer chapter 9.22*

**(9.26)**  
**Government of Nagaland**  
**Personnel and Administrative Reforms Department**  
**(Administrative Reforms Branch)**

**NOTIFICATION**

Dated, Kohima, the 4<sup>th</sup> September, 2015

**NO. RCBT-5/87 (Pt-II) :** In partial modification of this Department's Notification No. RCBT-5/87 (Pt-II) dated 23<sup>rd</sup> July, 2008\*, regarding instructions for operating the roster system for implementation of reservation for Backward Tribes (BTs) in the State, the Governor of Nagaland is pleased to direct that the following system shall be followed with immediate effect:

1. If no candidate is available from a particular BT whose turn has come on the roster, the vacancy shall not be filled by a candidate belonging to any other tribe. In other words, there shall be a ban on de-reservation of vacancies reserved for BTs in direct recruitment.
2. If no candidate from a particular BT is available for filling up the vacancy earmarked for that BT in the roster, such vacancy shall be treated as "backlog vacancy". In the subsequent recruitment, the "backlog vacancy" shall be announced for recruitment alongwith other vacancies (called the current vacancies). The current vacancies shall be treated as one group and the "backlog vacancies" as a separate group. Such "backlog vacancies" shall be filled up by candidates belonging to the particular BT(s) for which they were earmarked in the roster earlier. This process of filling up of "backlog vacancies" shall be carried forward, if necessary, till all such vacancies are filled up by candidates belonging to the particular BT(s) for which they have been earmarked. In short, if the vacancy belonging to a particular BT cannot be filled during any year, the backlog will be carried over to the next year for recruitment as a backlog quota, and this will be carried on till it is filled up by a candidate from that BT.

**Sd/- PANKAJ KUMAR**  
Chief Secretary to the Government of Nagaland

***\*Refer chapter 9.21***

(9.27)  
**Government of Nagaland**  
**Personnel and Administrative Reforms Department**  
**(Administrative Reforms Branch)**

**NOTIFICATION**

Dated Kohima, the 4<sup>th</sup> September, 2015

**NO. RCBT-5/87 (Pt-II) ::** In terms of the existing reservation policy of the Government of Nagaland, 25% of all posts/ vacancies under the State Government, which are to be filled through direct recruitment are reserved for the 6 (Six) backward tribes of Konyak, Phom, Sangtam, Chang, Yimchunger and Khiamniungan, whereas 4% are similarly reserved for Zeliang and Chakhesang tribes, and 2% each are reserved for Pochury tribe and Sumi tribe of Khipire District, thus making the total of reservation to 37%.

1. It is hereby ordered and reiterated that all Departments and all appointing authorities shall strictly abide by, and follow the above existing government's reservation policy while making any direct appointment against any Government's post.
2. It is also hereby ordered that there shall be a specific provision in every Departments Service Rule to the effect that all appointments to the service shall be made in accordance with the existing reservation policy of the State Government. If there is any Department's Service Rule which does not contain such stipulation or specific provision, the concerned Department shall immediately initiate proposal for incorporation of such a provision in the Department's Service Rule and the process of such incorporation by amendment of the Department's Service Rule shall be completed before the end of October, 2015.

**Sd/- PANKAJ KUMAR**  
Chief Secretary to the Govt. of Nagaland

(9.28)  
**Government of Nagaland**  
**Department of Higher and Technical Education**  
**Nagaland: Kohima**

**NOTIFICATION**

Dated Kohima, the 16<sup>th</sup> March, 2016.

**NO. HTE/RESERV/23-1/2012///** The Governor of Nagaland is pleased to notify the Guidelines for selection of candidates against State Reserved Seats under various Central Seat Allotment for undergoing Undergraduate Studies in Technical & Professional Courses.

**1. Eligibility:**

The following categories of candidates shall be eligible for selection against State reserved seats for Technical & Professional Courses.

**Category I:** Candidates belonging to Indigenous inhabitant Scheduled Tribes of Nagaland as notified by the Government from time to time.

**Category II:** Candidates belonging to recognized Backward Tribes of Nagaland as notified by the Government of Nagaland from time to time.

**Category III:**

- (a) Candidates belonging to non-local indigenous inhabitant of Nagaland.
- (b) Children of non-local State Government employees and children of All India Service Officers borne on Nagaland Cadre.

**2. Reservation:**

The State reserved seats for Undergraduate Technical & Professional Courses are reserved for candidates belonging to the Indigenous Scheduled Tribes of Nagaland as follows:

- a) Backward Tribe Reservation: 15% of the total seats per course are reserved for candidates belonging to Backward Tribes of Nagaland under category II. Not more than one seat per tribe per course will be allotted to any Backward Tribe in a single year out of the 15% reserved seats.
- b) Person with Disability (PWD): Reservations: 3% of the total seats per course are reserved for candidates belonging to the Indigenous Scheduled Tribes of Nagaland with loco motor disabilities of lower limbs between 40% to 70%. Candidates applying for selection under this reservation shall be required to produce Disability Certificate from the State Disability Assessment Board.
- c) The remaining seats shall be filled up amongst the candidates belonging to the Indigenous Scheduled Tribes of Nagaland securing minimum qualifying marks in the entrance examination, including candidates belonging to the Backward Tribes, based on merit and preference/option exercised by the candidates.
- d) Number of seats for each category of reservation will be calculated by rounding off to the nearest whole number- subject to the condition that the total number of seats is not exceeded. In case, the seats calculated in this manner exceeds the total number of seats,

then preference will be given to the various categories of reservation in the order of PWD, Backward Tribe and Indigenous Scheduled Tribes of Nagaland.

**3. Selection:**

- (a) Selection of candidates to various State Reserved Undergraduate Technical & Professional Courses shall be through entrance examinations conducted by the State/ Central Government/ other agency- as notified by the State Government.
- (b) Only those candidates who secured the required minimum qualifying mark in the entrance examination shall be considered for selection.
- (c) Selection shall be made based in order of merit candidates in the entrance examination result, preference/option exercised by the candidates and availability of seats. Separate merit list shall be maintained for all categories.
- (d) In case qualified candidates under Backward Tribes reservation or PWD reservation are not available, then all such unfilled seats will be de-reserved and allotted to candidates under category I, to the waiting list candidates on merit.
- (e) If seats are available after selecting all eligible and qualified candidates belonging to recognized Indigenous Scheduled Tribes of Nagaland, then the selection of candidates under category III will be considered. Preference will be given in the following order: Candidates belonging to non-local indigenous inhabitants of Nagaland, children of non-local State Government employees and children of All India Service Officers borne on Nagaland Cadre.

This has the approval of the Cabinet vide Office Memorandum No.CAB-2/2013 dated 15<sup>th</sup> March, 2016.

**Sd/- PANKAJ KUMAR, IAS**  
Chief Secretary to the Govt. of Nagaland.