

**GOVERNMENT OF NAGALAND**  
**PERSONNEL AND ADMINISTRATIVE REFORMS DEPARTMENT**  
**(ADMINISTRATIVE REFORMS BRANCH)**  
**NAGALAND: KOHIMA**

No.AR/ESTT-10/3/2023

Dated : Kohima, the 17<sup>th</sup> March, 2026

**OFFICE MEMORANDUM**

**Sub:- Ensuring Uniformity in Entry Pay Level for Direct Recruitment Across Departments and Mandatory Amendment of Service Rules.**

It has come to the notice of the Government that various Administrative Departments have, over time, adopted differing entry pay levels for direct recruitment conducted through the Nagaland Public Service Commission (NPSC) to the highest direct entry posts.

2. While the standing Government policy prescribes Pay Level-13 as the highest entry level for direct recruitment, certain Departments have undertaken direct recruitment at Pay Level-14, resulting in lack of uniformity and horizontal parity across Government. Such divergence has led to Inter-departmental pay disparities for similarly placed posts and pay compression between feeder and entry-level posts.

3. Therefore, the Government reiterates that Pay Level-13 shall be the uniform and highest permissible entry pay level for direct recruitment through NPSC in State Government service.

4. All Departments whose existing Service Rules provide for direct recruitment at Pay Level-14 shall immediately initiate amendment of their Service Rules to align with the uniform entry-level ceiling of Pay Level-13 to ensure that future recruitment notifications strictly conform to the revised structure and submit the proposal to P&AR Department within a period of one month from the date of issue of this O.M.

5. Until such amendment is formally notified, all direct recruitment proposals at Pay Level-14 shall be deemed to be proposals for Pay Level-13 for the purpose of recruitment, recommendation and appointment.

6. This Office Memorandum is issued as a one-time corrective and rationalisation measure to restore uniformity and administrative coherence across Government Departments. All AHODs are requested to acknowledge receipt of this O.M positively.

7. This has the concurrence of Finance Department vide RFC/ESTT. No. 26/82, Dt. 17/12/2025.

Sd/- SENTIYANGER IMCHEN, IAS  
Chief Secretary to the Govt. of Nagaland  
Dated : Kohima, the 17<sup>th</sup> March, 2026

No.AR/ESTT-10/3/2023

Copy to:-

1. The Commissioner & Secretary to the Governor of Nagaland, Kohima.
2. The Principal Secretary to the Chief Minister, Nagaland, Kohima.
3. The P.S to the Deputy Chief Minister, Nagaland, Kohima.
4. The P.S to all Ministers, Nagaland Kohima.
5. The Joint Secretary to the Chief Secretary, Nagaland, Kohima.
6. All AHODs/HODs for necessary compliance.
7. The Commissioner & Secretary, Nagaland Legislative Assembly, Kohima.
8. The Secretary, NPSC/NSSB/Nagaland Lokayukta/Nagaland Information Commission.
9. The Director, IT&C Department, Nagaland, Kohima for uploading in the State portal
10. Office copy.

  
17/3/2026.  
**(RENBONI MOZHUI)NCS**  
Secretary to the Govt. of Nagaland