

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

NOTIFICATION

Dated : Kohima the 22nd May, 2025

No.AR-3/GEN-201/09 (VOL)!!¹³⁸ In pursuance to Chapter III A of the Work-Charged and Casual Employees Regulation Act, 2001 and to incorporate the terms and conditions of appointment and regulation of service of Operation and Maintenance Staff, the Governor of Nagaland is pleased to lay down the following regulations for strict compliance of the Power and PHE Departments:

1. Recruitment Boards shall be constituted at the Directorate level for making appointments to the OMS under the provisions of Section 13E. The HOD shall ensure that the approval of Government is granted before issuing Appointment orders for OMS.
2. All appointments in the OMS shall be made strictly in the category of Group D field staff Posts. Multi-Tasking Staff (MTS) posts shall not be included under OMS.
3. Under Section 13B the OMS shall be appointed on Work Charged Scale of Pay as shall be notified by the State Government from time to time.
4. A suitability test shall be conducted after an observation period of one year. The criteria for Suitability Test shall be set by the Appointment Board of the respective Department as per the requirement of the Department.
5. The Department shall maintain a centralized seniority list of those OMS that have passed the suitability test.
6. Those OMS that do not pass the suitability test shall be terminated immediately.
7. All OMS who have passed the suitability test, shall be empaneled for regularization against available sanctioned posts vacancies in their respective Department only as per Section 13C (3) and (4) of the Act.
8. The Department shall reserve 100% of all vacancies arising in the Non-MTS and Technical posts in Group D category for regularization of OMS under Sections 13C (4) and 13H of the Act.
9. The respective Departments shall notify the requisite criteria with regard to health, performance and integrity of the OMS employees for regularization as per Section 13C (5) of the Act.
10. There shall be no appointments beyond the ceiling limit prescribed by the Work Charged and Casual Employees Commission and all such appointments made beyond the ceiling limit shall be deemed illegal as per Section 13D of the Act.
11. The prescribed working hours of the OMS shall be regulated by the concerned Department.
12. The respective Departments shall notify the lists of holidays for the OMS employees as per Section 13 (H) of the Act in consultation with the P&AR and Finance Departments.

Sd/- DR. J ALAM, IAS
Chief Secretary to the Government of Nagaland

Copy to:

1. The Commissioner & Secretary to the Governor of Nagaland, Raj Bhavan, Kohima.
2. The Commissioner & Secretary to the Chief Minister, Nagaland, Kohima.
3. The S.P.S/P.S to Deputy Chief Minister, Nagaland, Kohima.
4. The S.P.S/P.S to the Speaker/Deputy Speaker, Nagaland Legislative Assembly, Kohima.
5. The P.S to all Ministers/Advisors, Nagaland, Kohima.
6. The P.P.S to the Chief Secretary, Nagaland, Kohima.
7. All Administrative Heads of Department, Nagaland, Kohima.
8. The Heads of Department, PHE Department Nagaland.
9. The Heads of Department, Power Department Nagaland.
10. The Director, IT&C with a request to upload in P&AR Department's website.
11. The Publisher, Nagaland Gazette for publication in the official gazette.
12. Office copy.


22/5/2025

(RENBONI MOZHUI) NCS

Secretary to the Govt. of Nagaland