

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

No.AR-3/GEN-338/2016

Dated Kohima, the 10<sup>th</sup> May, 2018.

**OFFICE MEMORANDUM**

**Subject :- Engagement/hiring under Centrally Sponsored Schemes.**

Several Centrally Sponsored Schemes (CSS) including flagship programs, partially or fully funded by Government of India, are being implemented by the State Government through various Departments. Some of the CSS under implementation require engagement or hiring of personnel as per the guidelines of the scheme for which budget is also provided. Such appointments are co-terminus with the CSS as per extant guidelines. Keeping in view the high proportion of salaries and wages in the State Government's budget, it is important to ensure that such engagement or hiring of personnel does not pose avoidable fiscal burden on the budget of the State Government. Therefore, it is considered necessary to streamline the procedure of appointments under CSS in the following manner:

- (i) Prior clearance of P&Ar Department and Finance Department must be obtained by the Department concerned before engaging or hiring any person under CSS/flagship scheme in the State.
  - (ii) In the order, the word 'engage' or 'hire' should be used instead of 'appointment' to properly reflect the nature of the job.
  - (iii) In the order for engaging or hiring the person, it must also be clearly stated that such engagement or hire is for fixed tenure or is co-terminus with the CSS, as the case maybe.
2. The office Memorandum shall not apply to those categories or cadres of posts under CSS for which service rules have been framed and notified after due consultation with P&AR Department and with the approval of the Cabinet.
  3. This supersedes Office Memorandum of even number dated 14th March, 2017.

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