

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

No.AR-13/28/75

Dated Kohima, the 11<sup>th</sup> July, 1979.

**OFFICE MEMORANDUM**

**Sub:- Condonation of Overage:**

The undersigned is directed to say that in the past, the Heads of the Department had recruited a large number of persons in State Government services who have exceeded the upper age limit without obtaining prior approval of the Government. In a number of such cases, the appointing authorities approached the Government for condonation of the overage of the officials only when their pension cases are held up by the Accountant General. As a consequence, those retired personnel have suffered much for non-finalisation of their pension cases in time for no fault of their own. The State Government have been all along liberal in dealing with matters of condonation of the overage of serving personnel and have accorded ex post facto sanctions in a number of such cases over the last few years.

Under the rules, the overage of a person if considered for appointment in a service is required to be condoned at the time of his first entry into service and not after retirement. In all such cases the appointment authorities should invariably obtain prior approval of the Government for condonation of the overage of the person concerned. In no circumstances, the persons should be appointed first and then proposal for condoning the overage should be submitted. There are duly constituted selection committees at all levels for selection of candidates for recruitment to the State Services. Also, the maximum and minimum of age limits for direct recruitment have since been prescribed by the Government in its notification No.APPT/1/10/67 dated 17-5-67. All Heads of the Department and other recruiting agencies should follow strictly the prescribed age limits in cases of direct recruitments to all services. It is, therefore, impressed upon all concerned that in future it should be ensured that the overage of a person be condoned with the approval of the Government prior to entry in service and not after recruitment to service.

**Sd/- L.L. YADEN**  
Special Secretary to the Govt. of Nagaland.