

**Government of Nagaland**  
**Personnel and Administrative Reforms Department**  
**(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 Govt. of Nagaland

**45 POINT ROSTER TABLE FOR CATEGORIES OF POSTS WHERE 80% 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	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><i>Position of vacancies</i></b>	<b><i>Source from which to be filled</i></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