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#### OFFICE MEMORANDUM

*Subject : Conversion of Group B engaged on Muster Roll basis into Contract basis.*

**No.A. 11019/1/2018-P&AR(ARW)/36-38, the 29<sup>th</sup> August, 2019.** Reference is invited to Office Memorandum No. A. 11019/4/2008-P&AR(ARW)/Pt-IV dated 12.08.2009 wherein it was decided that, other than filling up of posts on regular basis, all Group A & B posts should thenceforth be filled up on Contract Basis and all Group C & D posts on Muster Roll basis. The issue of converting the mode of engagement of pre-existing Muster Roll employees against Group 'B' posts has been under consideration of the State Government for some time. Meanwhile, it was also brought to the notice of the Government that even after the issue of the aforesaid O.M; some Departments had engaged Muster Roll employees against Group B posts in contravention of instructions.

In the meantime, the 'Government of Mizoram Regularisation of Muster Roll Employees Scheme, 2018' notified vide No. A. 12034/1/2009-P&AR (GSW) dated 12.03.2018 and published in the Mizoram Gazette Extraordinary Issue No. 145 dated 13.03.2018 has repealed the 'Regularisation of Muster Roll Employees Mizoram Scheme, 2000' and its subsequent amendments. While Group B employees (upto PB 2 + 4,400 GP, pre revised) were included in the previous Scheme, this category of employees have now been excluded from the purview of the 'Government of Mizoram Regularisation of Muster Roll Employees Scheme, 2018', which has been made applicable to Group C & D employees only.

The conversion of engagement mode as well as treatment of the service rendered by the existing Group B employees currently engaged on Muster Roll basis has been considered by the Government of Mizoram and it has been decided that, in the interest of public service, the mode of engagement of all Group B employees presently engaged on Muster Roll basis shall be converted to 'Contractual basis', subject to the following conditions:

1. Muster Roll employees who were engaged with prior approval of DP&AR and Finance Department only shall be eligible for conversion.
2. The post(s) to be considered for conversion shall be based on the existence of recruitment rules in the corresponding regular post(s) and finalization of inter-se-seniority in the Muster Roll capacity.
3. Conversion of Group B employees engaged on Muster Roll basis to Contract basis shall be done irrespective of the availability of sanctioned post(s) for conversion.

4. Only those who are fit as prescribed by the relevant recruitment rules in respect of educational qualification and other qualification(s) for direct recruitment shall be eligible for conversion. The fitness of the candidate will be screened by the relevant Departmental Promotion Committee.
5. Regularisation as per '*The Government of Mizoram Regularisation of Contract Employees Scheme, 2008*' (as amended) cannot be claimed as a matter of right by Muster Roll employees converted to Contract engagement.
6. There should be vacant sanctioned post(s) falling within the direct recruitment quota for the purpose of regularization.
7. Past service rendered on Muster Roll capacity may be counted as qualifying service for the purpose of regularization under Para 4(3) of '*The Government of Mizoram Regularisation of Contract Employees Scheme, 2008*' as amended.
8. Counting of past services as qualifying service for the purpose of regularization will in no way entail payment of arrears of pay.
9. The seniority of the candidate converted to Contract engagement will be determined with effect from the date of approval of the minutes of the Departmental Promotion Committee recommending the engagement on Contract basis.
10. The inter-se-seniority amongst the candidates who are approved to be converted to Contract engagement on DPC recommendation on the same date will be as per the inter-se-seniority maintained in the Muster Roll capacity.
11. The seniority position of the senior-most candidate converted to Contract engagement shall be just below the junior-most contract employee, if any, in such post at the time of the conversion.
12. In case where the existing contract employee(s) have not yet rendered the required qualifying service for regularisation while the converted contract employees have acquired such qualifying service, the converted contract employees shall not supersede the existing contract employees in matters of regularisation. In short, the converted contract employees shall be eligible for regularisation only after all the existing contract employees in the same post are regularized.
13. Regularisation of Contract employees shall be considered in order of seniority provided the candidate fulfilled the eligibility criteria for regularization as prescribed by the relevant recruitment rules and the '*Government of Mizoram Regularisation of Contract Employees Scheme, 2008*' (as amended) following the DPC procedure for regularization issued vide Office Memorandum No. A. 12032/2019-P&AR(GSW) dated 14.06.2019. In other words, Final Inter-se-Seniority list alone will not be the sole criteria for consideration of regularization of Contract employees.
14. Once converted to Contract employees, the service conditions in respect of remuneration, leave, entitlement, conduct, disciplinary measures etc of the employees will be at par with other contract employees under the Government of Mizoram.
15. List of post(s) approved for screening of the DPC for conversion will be notified in a separate notification.

This issues with the approval of DP&AR (GSW) vide ID No. A. 12034/1/2019-P&AR (GSW) dated 21.06.2019 and concurrence of Finance Department vide ID No. FIN (E) 268/2019 dated 23.07.2019.

**Lalnunmawia Chuaungo,**  
Chief Secretary to the Govt. of Mizoram.