

GOVERNMENT OF MIZORAM
RURAL DEVELOPMENT AND ADMINISTRATION DEPARTMENT
(Room No. 327, 3rd Floor, Building No. 1, Mizoram Secretariat, MINECO,
Khatla-796001, Aizawl. Email: rdsectt1@gmail.com)

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OFFICE ORDER

Aizawl the 3rd March, 2026.

No.A-12038/58/2025-RD&AD(LAD) : On the recommendation of the Mizoram Public Service Commission (MPSC) vide their letter No. Technical/1/2024-MPSC(CON)/1 dated 18.02.2026, and in the interest of public service, the following persons are hereby appointed as **Junior Engineer on Contract Basis**, on remuneration at the rate fixed by the State Government from time to time corresponding to Pay Level-7 in the Pay Matrix, with effect from the date of their joining::

Sl.No	Name	Address
1.	Augustine Ramfangzauva S/o PL Rammawia	H/No. Aw 52/C, Bungkawn Highschool Veng, Mizoram, Aizawl- 796005 Contact- 8413935998
2.	JH Pauminsiamia S/o Lamneka	H/No-30, Shalom Veng, Bawngkawn, Aizawl, Mizoram-796014 Contact-9615272939

The above appointees shall join their respective posts within 15 (fifteen) days from the date of issue of this Order. A copy of their joining report shall be furnished to the concerned District Local Administration Officer (DLAO), Rural Development and Administration Department, without fail.

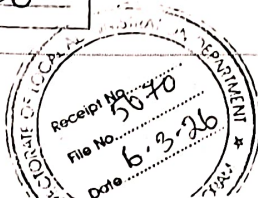
Consequent upon the above new appointments, the following Transfer & Posting of Junior Engineers under the Directorate of Local Administration, Rural Development and Administration Department is hereby ordered with immediate effect and until further orders:

Sl. No.	Name & Present place of Posting	New Place of Posting	Remarks
1.	H. Lalnunhlhma Office of the DLAO, Kolasib	Office of the DLAO, Champhai	Vice Rinsailova Transferred
2.	Rinsailova Office of the DLAO, Champhai	Office of the DLAO, Aizawl	
3.	Augustine Ramfangzauva	Office of the DLAO, Kolasib	Vice H. Lalnunhlhma Transferred
4.	JH Pauminsiamia	Office of the DLAO, Mamit	

Sd/-R. ZARZOSANGA

Commissioner & Secretary to the Govt. of Mizoram
Rural Development and Administration Department.

RE of Director
Directorate of Local
Administration
Date 6/3/2026



Memo No.A-12038/58/2025-RD&AD(LAD) : Aizawl the 3rd March, 2026

Copy to:-

1. P.S. to Minister, Rural Development and Administration Department.
- ✓ 2. Director, Local Administration, RD&AD, for information and compliance. A copy of No.G.11021/2/92-PAR(ARW) dated 07.08.2008 regarding "Guidelines for Engagement of Employees on Contract Basis" is enclosed herewith.
3. Under Secretary, DR&AR (GSW) for information.
4. All Concerned Treasury Officers concerned.
5. All Head of Offices concerned.
6. Website Manager, LAD for uploading on the website
7. All Persons concerned.
8. Guard File



(LALHMACHHUANI)

Under Secretary to the Govt. of Mizoram
Rural Development and Administration Department.

No.G.11021/2/92-PAR(ARW)
GOVERNMENT OF MIZORAM
DEPARTMENT OF PERSONNEL & ADMINISTRATIVE REFORMS
(ADMINISTRATIVE REFORMS WING)

OFFICE MEMORANDUM

Dated Aizawl, the 7th August, 2008

Subject : Guidelines for Engagement of Employees on Contract basis.

In partial modification of this Department's O.M. No.A.41020/1/2003-P&AR(GSW) dt.10.10.2004 and even number dt.04.04.2005 and dt.13.3.2008 the Governor of Mizoram is pleased to prescribe the following terms and conditions for engagement of employees on contract basis to be effective from the date of issue of this Office Memorandum.

All Administrative Departments and Heads of Departments should scrupulously follow the following terms and conditions while making engagements on contract basis :

1. No engagement on contract basis shall be made except with prior approval of DP&AR and Finance Department, Government of Mizoram. And before submission of any proposal for engagement of Contract employee by any Department to DP&AR and Finance Department, prior approval of Minister of the Department concerned should invariably be obtained.
2. There should be a clear cut vacancy of posts for engagement of employees on contract unless otherwise fully funded from CSS or by other outside Agency. Provided that in certain special circumstances, contract employment may be resorted to by the Department with prior concurrence of the DP&AR and Finance Department and with final approval of the Chief Minister through Chief Secretary in the absence of specific sanctioned posts.
3. No formal appointment shall be issued while making engagement on contract except after execution of Agreement in the prescribed form appended.
4. Period of engagement on contract basis shall be for one year at the initial stage. Thereafter, they should be screened again by the duly constituted DPC to see whether they are fit for further retention or otherwise. If they are found fit for further retention, the appointing authority may extend their services for another period as it may deem fit and proper.
5. Retired Officers should not normally be engaged on contract basis beyond attainment of 63 years of age unless there are overriding considerations in the public interest justifying the terms of engagement for a longer period.
6. No engagement on contract basis should be made against such post(s) having financial powers and a contract employee should neither be delegated with financial powers nor assigned the work of DDO unless there are overriding considerations in the public interest justifying such assignment.

7. Retired Officers re-employed on contract basis shall not necessarily be entitled to the same facilities enjoyed while in active service.
8. The rate of monthly remuneration of contract employee shall be equal to the minimum scale of pay attached to the post in which he/she is engaged plus 50% of that amount.
9. All Contract employees shall be entitled to Medical Re-imbursement at par with other regular government servants.
10. Contract employees in the Educational Institutions will also draw remuneration for the whole year without any break during vacation.
11. Contract employees under these guidelines shall imply those engaged by the Government of Mizoram except those re-employed pensioners on Contract employment.
12. All Contract employments, except contract re-employment of retired Government servants shall be made against vacant sanctioned posts which should be done only under the provisions of the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and the Rules framed thereunder.
13. Contract employees shall be required to subscribe to special security scheme as may be introduced by the Government of Mizoram from time to time.
14. Casual Leave shall also be admissible to all contract employees at par with other Government employees in a calendar year.
15. Leave entitlement will be as per Appendix-II to CCS (Leave) Rules, 1972. Further, maternity leave as per the provision of CCS (Leave) Rules, 1972 shall also be applicable to contract employees.
16. No household Peon shall be provided to any contract employee.
17. No residential telephone shall be provided to any contract employee.
18. In the event of death or discharge from service of a contract employee within the contract period, gratuity at the rate of one-half of a month's remuneration for each completed year of engagement shall be permissible if he had completed not less than five years continuous engagement at the time of death or discharge from service. The emoluments for this purpose shall be restricted to the existing remuneration drawn by the employee at the time of death or discharge from service.
19. In the event of death or discharge from service of a contract employee, $\frac{1}{2}$ of Earned leave at his credit subject to a maximum of 150 days shall be encashed. The emoluments for this purpose shall be restricted to the existing remuneration drawn by the employee at the time of death or discharge from service.

20. Contract employees who are transferred from one station to another station beyond 20 kms. will be entitled TA/DA at par with other regular employees. Moreover, TA/DA on official tour shall also be admissible to all Contract employees at par with other regular Government servants.
21. Service book shall be maintained for each contract employee.
22. In respect of any matter in which no provision has been made under these guidelines, the provisions of CCS(CCA) Rules 1965, any orders made thereunder and any other Rules made or deemed to be made under Article 309 of the Constitution of India shall apply to the extent to which they are applicable to the service hereby provided for and the decision of the Government as to their applicability shall be final.

Sd/- C.LALCHHUANA
Additional Secretary to the Govt. of Mizoram

Memo No.G.11021/2/92-PAR(ARW) : Dated Aizawl, the 7th August, 2008

Copy to :-

1. Secretary to Governor, Mizoram.
2. Secretary to Chief Minister, Mizoram.
3. P.S. to Speaker/Ministers/Dy.Speaker/Minister of State, Mizoram.
4. P.P.S. to Chief Secretary, Mizoram.
5. All Administrative Deapartments.
6. All Heads of Department, Mizoram.
7. Guard File

Sd/- K.VANLALRAWNI
Under Secretary to the Govt. of Mizoram

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