

GOVERNMENT OF TRIPURA
GENERAL ADMINISTRATION (PERSONNEL & TRAINING) DEPARTMENT



(4)-GA (P & T)/99

Dated, Agartala, the 26th May, 2012.

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MEMORANDUM

O/o Principal Secretary
S.N. & S.F. Deptt. Govt of Tripura
UO No. 1182 Dated 29/5/12

Subject: - Revised Employment Policy.

Sir (SWE)
In supersession of all instructions issued earlier in this regard, the Governor is pleased to order that the following instructions should be observed in making employment to various categories of posts under the Government of Tripura.

(1) **AGE LIMIT.**

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Lower age limit shall be 18 years in respect to all categories of candidates. Upper age limit for general category candidates shall be 40 years and for ST/ST/PH candidates shall be 45 years*. The date of determining the age limit shall be fixed on the date of application for a particular post.

(2) **RESERVATION FOR SCHEDULED CASTES & SCHEDULED TRIBES.**

Reservation for Scheduled Tribes and Scheduled Castes shall be 31% and 17% ** respectively which may be revised in accordance with instructions issued by the Government of Tripura from time to time.

(3) **RESERVATION FOR PHYSICALLY HANDICAPPED PERSONS, EX-SERVICE MEN.**

Reservation for Physically Handicapped Persons and the Ex-Servicemen shall be 3% and 2% respectively which may be revised in accordance with instructions issued by the government of Tripura from time to time.

(4) **EMPLOYMENT TO DEPENDENTS OF PERSONS WHO DIE-IN-HARNESS.**

In order to ensure that the family of Government Servant who dies while in service does not suffer from extreme financial difficulties, employment would be provided to one of the dependents of the deceased Government servant. Such employment would be provided only if there is no other member of the family already in the employment of the State Government or the Central Government or Corporations, Undertakings or such other bodies of the State Government or the

* This enhanced upper age limit from 37 years to 40 years (45 years for SC/ST/PH) shall take effect from 1st April 2012.

** Inserted vide GA(P&T) Deptt's Memorandum No. F.1(4)-GA(P&T)/99, dated 19.8.2010 issued on the basis of The Tripura Scheduled Castes and Scheduled Tribes (Reservation of vacancies in Services and Posts) (Second Amendment) Act. 2005

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Central Government. The intension is to ensure that the family gets the benefit of having at least one salaried person, subject to the availability of vacancies of the appropriate category and having regard to the Roster Point, the educational qualification, age etc. prescribed in the relevant Recruitment Rules. Qualified candidates may be appointed by the concerned appointing authority, provided that where the dependent member does not have the requisite qualification prescribed in the relevant Recruitment Rules, appointment may be made only after the required relaxation of the provisions of the Recruitment Rules duly approved by the appropriate authority.

(5) DEPENDENTS OF RETIRED GOVERNMENT SERVANTS, RETRENCHED EMPLOYEES AND PERSONS FROM ORPHANAGES OR P.L. HOMES RUN BY THE STATE GOVERNMENT OR LOCAL BODIES.

Due consideration will be given to the dependents of retired Government servant, retrenched employees and the persons who have been in orphanages or P.L. Homes run by the Government or local bodies. Relaxation of upper age limit in respect of retrenched employees may be considered on the merit of case concerned with the prior approval of the Cabinet.

***(5) (a) DEPENDENTS OF DEFENCE PERSONNEL BELONGING TO TRIPURA WHO HAVE DIED OR WHO ARE AT LEAST 50% (FIFTY PERCENT) DISABLED IN MILITARY SERVICE.**

Dependents of Defence personnel belonging to Tripura who have died or who are disabled in military service will be considered for employment on priority.

(6) OTHER BACKWARD COMMUNITIES.

Persons belonging to Other Backward Communities shall be given preference for appointment in Government Service as per instructions issued from time to time.

(7) MINORITIES.

Adequate representation of persons belonging to linguistic and religious minorities shall be taken into account at the time of selection. In case of direct recruitment, one column should be incorporated in the application form to indicate the community to which the applicant concerned belongs and also his/her mother tongue.

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(8) **WEIGHTAGE TO N.C.C. CERTIFICATE HOLDERS AND NATIONAL AWARD WINNERS.**

Preference for employment in Government Service shall be given to the N.C.C. 'B' & 'C' Certificate holders especially in the Police/Fire Services / Jail and other similar Organizations. Preference shall also be given to the winners of National Awards in the field of Education and Sports.

(9) **SENIORITY & NEED.**

70% of the vacancies shall be filled up on the basis of seniority-cum-merit and 30% on the basis of need.

The term 'Seniority' denotes the length of time for which a person has been waiting for employment with reference to the year of passing of the examination which is laid down as the essential qualification for that particular post.

'Need' shall be said to exist in case for which the family income is below the poverty line as determined by the Government from time to-time.

(10) **COVERAGE.**

Appointing authority should take necessary steps to ensure that appointments are not confined to persons from any particular area or areas and those persons from all corners of the State get adequate coverage.

R.P. Datta
2/5/12

(R. P. Datta)
Deputy Secretary to the
Government of Tripura.

Copy to:-

1. The Chief Secretary, Tripura.
2. Principal Secretary to the Governor, Tripura.
3. Principal Secretary to the Chief Minister, Tripura.
4. Offices of all Ministers, Tripura.
5. Office of the Vice-Chairman, State Planning Board, Tripura.
6. All Principal Secretaries/Commissioner & Secretaries/Secretaries, Govt. of Tripura.
7. Director General of Police, Tripura.
8. Principal Chief Conservator of Forests, Tripura.
9. Secretary, Tripura Public Service Commission, Agartala.
10. All Departments/Heads of Departments, Tripura.
11. SA/Confidential & Cabinet) Department, Tripura with reference to the Memo.No.F.1(25)-CAB/98 dated 18.05.2012.

R.P. Datta
2/5/12

(R. P. Datta)
Deputy Secretary to the
Government of Tripura.