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GOVERNMENT OF MEGHALAYA
PROGRAMME IMPLEMENTATION & EVALUATION DEPARTMENT

ORDERS BY THE GOVERNOR
NOTIFICATION

Dated Shillong the 21st May 2019.

No.PIA(EV)1/2008/108:- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Meghalaya is pleased to make the following rules, regulating the recruitment and the conditions of service of persons appointed to the posts in the Directorate of Programme Implementation and Evaluation, Meghalaya:

1. **Short Title and Commencement :-**

- (1) These Rules may be called "The Meghalaya Programme Implementation & Evaluation Service Rules 2019".
- (2) These Rules shall be applicable to the Officers of the Directorate of Programme Implementation & Evaluation.
- (3) They shall come into force from the date of their notification in the official Gazette.

2. **Definition:-** In these Rules, unless there is anything repugnant in the subject or context or otherwise required,

(a) "Appointing Authority" means:

- (1) The Governor of Meghalaya in respect of the Gazetted posts; and
- (2) The Director of Programme Implementation & Evaluation in respect of Non-Gazetted posts.

(b) "Commission" means the Meghalaya Public Service Commission;

(c) "Committee" means the Departmental Promotion Committee constituted under Rule 8;

(d) "Gazette" means the Gazette of Meghalaya;

(e) "Government" means the Government of Meghalaya;

(f) "Governor" means the Governor of Meghalaya;

(g) "Member of the service" means a member of the Meghalaya Programme Implementation and Evaluation Service;

(h) "Schedule" means the schedules appended to these rules;

(i) "Service" means the "Meghalaya Programme Implementation and Evaluation Service" constituted under these rules;

(j) "State" means the State of Meghalaya; and

(k) "Year" means the Calendar Year.



3. **Constitution of the Service** :- There shall be constituted a Service to be known as the "Meghalaya Programme Implementation & Evaluation Service" consisting of the following persons, namely :-

(a) Persons appointed to different posts in the Service before the commencement of these Rules.

(b) Persons appointed to different posts in the Service in accordance with these Rules.

4. **Composition of the Service** :- (1) The Service shall consist of the following grades and posts, namely :-

(i)	Senior Grade	Joint Director
(ii)	Grade I (Senior)	Deputy Director
(iii)	Grade I (Junior)	Assistant Director
(iv)	Grade II (Senior)	Research Officer
(v)	Grade II (Junior)	Assistant Research Officer
(vi)	Grade III	Research Assistant

(2) Each of the categories of posts in sub-rule (1) shall form an independent Cadre. Members of the lower Cadre shall have no claim for appointment to any of the higher Cadres, except in accordance with the provisions made in these Rules.

5. **Status** :- The Status of members shall be as follows :-

(i) Group A (Gazetted) – Joint Director, Deputy Director, Assistant Director, Research Officer and Assistant Research Officer.

(ii) Group B (Non-Gazetted) – Research Assistant.

6. **Strength of the Service** :-

(1) The strength and composition of the Service shall be such as determined by the Government from time to time.

(2) At the commencement of these Rules, the strength of the Service and posts therein shall be as shown in Schedule I.

7. **Method of Recruitment**:-

(1) **Joint Director** :- Appointment to the post of Joint Director shall be made by promotion from amongst the members of the service holding the next lower posts possessing the requisite experience as shown in Schedule II and included in the select list approved under sub-rule (5) of Rule 9

(2) **Deputy Director** :- Appointment to the post of Deputy Director shall be made by promotion from amongst the members of the Service holding the next lower posts possessing the requisite experience as shown in Schedule II and included in the select list approved under sub-rule (5) of Rule 9.

- (3) **Assistant Director** :- Appointment to the Post of Assistant Director shall be made by promotion from amongst members of the Service holding posts of Research Officer and possessing the qualification and experience as specified in Schedule-II and included in the select list approved under sub-rule (5) of Rule 9.
- (4) **Research Officer** :- Appointment to the post of Research Officer shall be made by promotion from amongst the members of the Service holding posts of Assistant Research Officer, possessing the qualification and experience as specified in Schedule -II and included in the select list approved under sub-rule (5) of Rule 9.
- (5) **Assistant Research Officer** :- Appointment to the post of Assistant Research Officer shall be made by promotion from amongst the members of the Service holding posts of Research Assistant, possessing the qualification and experience as specified in Schedule - II and included in the select list approved under sub-rule (5) of Rule 9.
- (6) **Research Assistant** :- Appointment to the post of Research Assistant shall be made by direct recruitment through Meghalaya Public Service Commission, possessing the educational qualifications as shown in Schedule - II.
8. **Departmental Promotion Committee** :- (1) For the purpose of appointment by promotion under sub-rule (1), (2), (3), (4), & 5 of Rule 7, there shall be a Departmental Promotion Committee consisting of the following members :-
- | | | |
|-------|--|------------------|
| (i) | Chief Secretary | Chairperson |
| (ii) | Additional Chief Secretary/ Principal Secretary/
Commissioner & Secretary/ Secretary,
Programme Implementation & Evaluation Department | Member-Secretary |
| (iii) | Principal Secretary/
Commissioner & Secretary/ Secretary/
Personnel A.R. Department | Member |
| (iv) | Principal Secretary/
Commissioner & Secretary/ Secretary,
Finance Department | Member |
| (v) | Director of Programme Implementation & Evaluation | Member |
- (2) The Committee may invite any other person to attend its meeting, as and when considered necessary.
9. **Procedure for preparing the select list** :- (1) At the beginning of each year, the Appointing Authority shall refer to the Committee, the approximate number of vacancies likely to occur in each grade of the Service during the year. To enable the Committee to prepare the Lists for promotion to those Grades, the Appointing Authority shall furnish the Committee with the following documents namely: -
- (i) A list of the members of the Service drawn up in order of seniority and consisting three times the number of vacancies referred to in sub-rule (1).

Provided that such restriction shall not apply in respect of post where the total number of eligible persons is less than three times the number of vacancies and in such a case the Committee shall consider all the eligible officers;

- (ii) The Character Rolls and Service Records of such members;
- (iii) Any other documents and information as may be considered necessary by the Appointing Authority or the Committee.
- (2) The Committee after examining the Character Rolls, Service Records and other documents in respect of all such persons, shall prepare a List based on seniority with due regard to merit and suitability. The number of persons to be included in the list shall be according to the actual number of vacancies available at a particular grade. The Committee shall forward the list to the Appointing Authority.
- (3) The names of persons in the list shall be placed in order of preference for promotion. In every case where a junior member is selected, in preference to his/her seniors, the Committee shall record in writing the reasons for doing so.
- (4) For the purpose of appointment by promotion under sub-rule (1), (2), (3), (4) & (5) of Rule 7, the appointing authority shall consider the list prepared by the Committee along with the Character Rolls and Service Records and other documents in respect of each person in the list and unless he considers that any change is necessary, approve the list. If the Appointing Authority considers it necessary to make any change in the list received from the Committee, he shall inform the Committee of the changes proposed and after taking into account the comments if any, of the Committee, approve the said list finally with or without modification as may in his opinion, to be just and proper.
- (5) The list as approved under sub-rule (4) shall form the select list for the purpose of appointment by promotion under sub-rule (1), (2), (3), (4) & (5) of Rule 7.

10. **Validity of the select List :-**

- (1) The Select List shall remain in force for a period of one year with effect from the date of approval by the Appointing Authority, where consultation with the Commission is not necessary and in case where consultation with the Commission is necessary, it shall be from the date of approval of the Commission unless its validity is extended with the approval of the Appointing Authority or the Commission as the case may be :-

Provided, that such an extension shall not be for a total period exceeding six months.

Provided further that in the event of any lapse in the conduct or performance of duties or on the part of any person in select List, the Appointing Authority, may, if he thinks fit, remove the name of such person from the Select List, in consultation with the Commission and the Committee. The reason(s) for doing so shall be recorded in writing.

- (2) The Committee shall meet once a year to review the Select List.

11. **Direct Recruitment** :- (1) Competitive Examination for direct recruitment under sub-rule (6) of Rule 7 shall be held at such intervals as the Appointing Authority may, in consultation with the Commission from time to time determine. The date and place of the examination shall be fixed by the Commission.

(2) The examination shall be conducted by the Commission in accordance with such Syllabus as the Appointing Authority may from time to time make in consultation with the Commission.

(3) Of the number of vacancies to be filled on the result of each examination, there shall be reservation in favour of candidates belonging to Schedule Castes and Scheduled Tribes and other Tribes, to the extent and subject to the conditions as the Government may from time to time prescribe.

(4) On the basis of the results of the competitive examination, the Commission shall prepare a list of all successful candidates in order of merit, which shall be determined in accordance with the aggregate marks obtained by each candidate and if two or more candidates obtain equal marks, the Commission shall arrange them in order of their relative merit which shall be determined in accordance with the general suitability of the candidates for appointment to the post. The number of persons to be included in the list shall be as according to the actual vacancies likely to occur during the recruitment year, plus 10% of the actual vacancies or 2 (two) names which ever is more. The list shall be forwarded to the Appointing Authority.

(5) The inclusion of a candidate's name in the list shall not confer any right to appointment unless the appointing authority is satisfied, after such enquiry as may be considered necessary that the candidate is suitable in all respects for appointment to the post, and that appointment to any post in the service is subject to availability of vacancy.

12. **Conditions of eligibility for appearing in the Competitive Examination, conducted by the Commission :-**

In order to be eligible to compete at the examination for direct recruitment, a candidate must satisfy the following conditions namely: -

(1) Nationality – He/she must be a citizen of India.

(2) Age – He/she must have attained the age of 21 years and must not have exceeded the age of 27 years on the first day of the year in which the advertisement for the post is made, provided that in the case of candidates belonging to Schedule Castes and Scheduled Tribes, the upper age limit will be subject to relaxation made by the Government from time to time.

(3) Educational Qualification - Graduate in Economics/Statistics/Mathematics/Commerce from a recognized University.

13. **Disqualification for appointment to posts in the Service** :- (1) No persons shall be appointed who, after such medical examination as the Government may prescribe, is not found to be in good mental or physical health or any other infirmity, which may render him/her unfit in the discharge of his/her duties.

(2) No person shall be appointed to the Service who had been convicted for any offence involving moral turpitude.

(3) No person who has more than one spouse living shall be eligible for appointment to the Service:

Provided that the Governor may, if he is satisfied that there are special grounds for doing so, exempt any persons from the operation of this sub-rule.

(4) No person who attempts to enlist support for his/her candidature, either directly or indirectly by any recommendation, either written or oral or by any other means shall be appointed in the Service.

14. **Appointment to the Service** :- (1) Appointment to any post in the Service under Rule 7, shall be made by the Appointing Authority and in respect of a Gazetted post, shall also be published in the Meghalaya Gazette.

(2) (i) Subject to the provisions of sub-rule (3) and (5) of Rule 11, appointment by direct recruitment under sub-rule 6 of Rule 7 shall be made from time to time from the names of candidates, which appear in the Merit List prepared under sub-rule (4) of Rule 11.

(ii) A person appointed through direct recruitment shall join within 15 days from the date of receipt of the order of appointment, failing which, and unless the Appointing Authority extends the period of joining, which shall not, in any case, exceed three months, the appointment shall be cancelled.

(3) Appointment under sub-rule (1), (2), (3), (4) and (5) of Rule 7 shall be made from the names of candidates appearing in the Select List approved under sub-rule (5) of Rule 9.

15. **Discharge or Reversion** :- (1) Where the Appointing Authority finds that the performance of duty by any member of the Service, appointed by promotion, is unsatisfactory or where he is found unfit to hold the post at any time during the period of probation, such member shall be liable to be reverted to his next lower post or grade.

(2) A member of the Service appointed by direct recruitment shall be liable to be discharged if –

- a. He/she fails to give satisfactory performance during the period of probation, or
- b. Based on any information received relating to his/her nationality, age, health, character and antecedents, the Appointing Authority is satisfied that the person is ineligible or otherwise unfit for being a member of the Service.

16. **Seniority** :- (1) The inter-se Seniority of the member of the Service in any cadre before the commencement of these rules shall be in the order in which their names appeared in the Select List approved by the Appointing Authority or the Commission.

(2) The inter-se seniority of the members of the Service appointed to different cadres after the commencement of these rules shall be in the order in which their names appear in the Merit List prepared under sub-rule (4) of Rule 11 and the Select List approved under sub-rule (5) of Rule 9.

Provided that in any cadre, a member of the Service appointed by promotion shall be senior to a member appointed by direct recruitment, where such appointment falls in the same calendar year.

(3) If confirmation of any member of the Service is delayed on account of his/her failure to qualify for such confirmation, he/she shall lose his/her position in order of seniority in the cadre vis-a-vis such of his/her juniors as may be confirmed earlier than him/her. His/her original position in that particular cadre shall however, be restored on his/her confirmation subsequently.

17. **Confirmation** :- (1) Confirmation of a member of the service appointed by promotion shall be made according to his/her seniority in the respective cadre subject to the following conditions: -

(a) That he/she has served not less than one year in the post where he/she is to be confirmed;

(b) That the performance of the incumbent is satisfactory (to be judged on the basis of Annual Confidential Reports and other relevant records);

(c) That there is no departmental proceedings/vigilance enquiry against him/her.

(d) Subject to availability of vacancy and that no person holds a lien on it.

(2) Confirmation of a person appointed by direct recruitment shall be made according to his/her seniority in that particular cadre subject to the following conditions: -

(a) that he/she has completed not less than two years of service in the post where he/she is to be confirmed;

(b) that he/she is considered otherwise fit for confirmation by the Appointing Authority;

(c) that there is no departmental proceedings/vigilance enquiry against him/her;

(d) subject to availability of vacancy and that no person holds a lien on it.

18. **Gradation List** :- There shall be prepared and published annually an up to date Gradation List as on 1st January, consisting of the names of all members of the Service, cadre-wise and drawn up in order of seniority and other particulars relating to the date of birth and appointment to the Service and such other details relevant to the service career shall also be indicated against each name.

19. **Increment** :- (1) The first increment admissible to a member of the service appointed by direct recruitment shall accrue on the expiry of one year from the date of his joining the post and the subsequent increment (s) shall be admissible as provided in the FRs and SRs.

(2) The annual increment of a member of the Service promoted from one cadre/post to another in the Service in the time scale pay applicable to him/her shall be admissible as provided in the FRs and SRs.

20. **Pay Scale:-** The Scale of pay admissible to the members of the Service in different posts are as shown in column 3 of Schedule-I subject to revision by Government from time to time.
21. **Leave, Pension and other conditions of Service:-** All matters generally relating to pay and allowances, leave, pension, discipline and other conditions of service shall be regulated by rules and orders as are from time to time applicable to other officers of the Government of corresponding status.
22. **Power of the Governor to dispense with or relax any Rule :-** The Governor, if satisfied, that the operation of any of the provision of these Rules causes undue hardship in any particular case or cases or results in any particular post or posts being left unfilled for want of person(s) possessing the minimum experience as specified by these Rules for Promotion to such post(s), may dispense with or relax the requirement of any of these Rules to such extent and subject to such condition, as it may consider necessary for dealing with the case in a just and equitable manner, or, for meeting the exigencies of Public interest.
- Provided that the case of any person shall not be dealt with in any manner less favourable to him/her than that provided under these Rules.
23. **Interpretation:** If any question arises relating to the interpretation of these rules, the decision of the Government in the Programme Implementation & Evaluation Department, with the approval of the Personnel and A.R. Department shall be final.
24. **Repeal and Saving :-** All rules, orders or notifications relating to the recruitment and conditions of service of the members, in force immediately before the commencement of these Rules are hereby repealed.

Provided that all orders made or action taken under the rules, order or notification so repealed or any action taken in pursuance thereto shall be deemed to have validly made or taken under the corresponding provision of these rules.

Sd/- (K.N.Kumar, IAS),
Additional Chief Secretary to the Govt. of Meghalaya,
Programme Implementation & Evaluation Department.

SCHEDULE - I
(See sub-rule (2) of Rule (6) and Rule (20))

Sl. No	Name of Post	Time Scale Pay	Number of Posts		
			Permanent	Temporary	Total
1	2	3	4	5	6
1.	Senior Grade Joint Director	L 19: 71600-129200	1	-	1
2	Grade-I (Senior), Deputy Director	L 18: 62400-123100	1	-	1
3	Grade I (Junior) Assistant Director	L 17: 55500-116200	2	-	2
4	Grade II (Senior) Research Officer	L 16: 49000-109100	4	-	4
5	Grade II (Junior) Assistant Research Officer	L 15: 45600-101400	3	-	3
6	Grade – III Research Assistant	L 11: 37800-86400	3	-	3

SCHEDULE -II
(See Rule 7 & Rule 12)

Sl No.	Name of Post	Method of recruitment with percentage of vacancies to be filled up in any recruitment year by direct recruitment or promotion	Direct Recruitment			Promotion		Remarks
			Educational Qualification etc. required for direct recruitment	Lower age limit	Upper age limit	Persons eligible for consideration for promotion to post mentioned in Col. 1 & 2	Qualification experience etc.	
1.	2.	3.	4.	5.	6.	7.	8.	9.
1	Joint Director	By Promotion	-	-	-	Deputy Director	Must have rendered not less than 3 (three) years continuous Service in the post shown in Col.7 on the first day of the year in which the Selection is made.	
2	Deputy Director	By Promotion	-	-	-	Assistant Director	Must have rendered not less than 3 (three) years continuous Service in the post shown in Col.7 on the first day of the year in which the Selection is made.	
3	Assistant Director	By Promotion	-	-	-	Research Officer	Must have rendered not less than 3 (three) years continuous Service in the post shown in Col.7 on the first day of the year in which the Selection is made.	
4	Research Officer	By Promotion	-	-	-	Assistant Research Officer	Must have rendered not less than 3 (three) years continuous Service in the post shown in Col.7 on the first day of the year in which the Selection is made.	
5	Assistant Research Officer	By Promotion	-	-	-	Research Assistant	Must have rendered not less than 3(three) years continuous Service in the post shown in Col.7 on the first day of the year in which the Selection is made.-	
6	Research Assistant	By direct recruitment through MPSC	Graduate with Economics or Statistics or Mathematics or Commerce from recognized University.	-	-	By Direct recruitment through MPSC	Must attain the age of 21 years and not exceeding the age of 27 years, with 5 (five) years relaxation for Scheduled Caste/Scheduled Tribe or as prescribed by Government from time to time.	

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Me.No.No.PIA(EV)1/2008/108 - A

Dated Shillong, the 21st May 2019.

Copy forwarded to:-

1. The Personal Assistant to the Secretary to the Governor of Meghalaya, Raj Bhavan, Shillong.
2. The Private Secretary to the Chief Minister, Meghalaya, Shillong for favour of kind information of Chief Minister.
3. The Private Secretary to the Deputy Chief Minister, Meghalaya, Shillong for favour of kind information of Deputy Chief Minister.
4. The Private Secretary to all Ministers.
5. The Private Secretary to the Chief Secretary, Meghalaya, Shillong for favour of information of Chief Secretary.
6. The Private Secretary to the Addl. Chief Secretaries, Meghalaya, Shillong for favour of information of Chief Secretaries.
7. All Principal Secretaries/Commissioner & Secretaries/ Secretaries/Additional Secretaries to the Govt., of Meghalaya, Shillong.
8. The Accountant General(A&E), Meghalaya, Shillong.
9. Personnel Administrative Reforms (A) Department for favour of information.
10. Personnel Administrative Reforms (B) Department for favour of information.
11. Under Secretary to the Govt., of Meghalaya, Personnel Administrative Reforms (B) Department (Service Rules Cell) vide their I/D No.212/2010 dt.04.02.2010.
12. Law (B) Department with reference to their letter No.LJ(B) 10/2003/132 dt.04.04.2009.
13. Finance (E) Department vide their I/D No. FE.480/09 dt. 14.10.2009.
14. Secretary, Meghalaya Public Service Commission(MPSC) with reference to their letter No.MPSC/D-4/1/2001-2002/11 dt.05.01.2010.
15. Cabinet Affairs Department with reference to their Cabinet Proceeding of the Cabinet Meeting held on the 16th May 2019 (Agenda item No. 34/2019) and their endorsement of Officer on Special Duty, Cabinet Affairs Department dated 17.05.2019.
16. All Administrative Departments/Heads of Department.
17. The Director, Programme Implementation & Evaluation, Meghalaya, Shillong with reference to their letter No.PIE.11/2008/9 dt. 02.09.2008.
18. All Deputy Commissioners/Sub-Divisional Officers/ Block Development Officers.
19. The Director of Printing & Stationery, Meghalaya, Shillong with a request to publish the aforesaid Notification in the Meghalaya Extra Ordinary Gazette.

By Order Etc.,

(Smt J.H. Khongwir),

Under Secretary to the Govt., of Meghalaya,
Programme Implementation & Evaluation Department.


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GOVERNMENT OF MEGHALAYA
PROGRAMME IMPLEMENTATION & EVALUATION DEPARTMENT

ORDERS BY THE GOVERNOR
CORRIGENDUM

Dated Shillong the 11th July 2019.

No.PIA(EV)1/2008/120:- The Educational Qualification appeared in the sub-rule (3) of Rule 12 and in column 4 of Schedule II of the Service Rules of the Directorate of Programme Implementation & Evaluation in this Department's Notification No.PIA(EV)1/2008/108 dt.21.05.2019 may please be read as **"Graduate in any discipline from a recognized University with Economics or Statistics or Mathematics as one of the subjects"**

Sd/- (P. Sampath Kumar, IAS),
Commissioner & Secretary to the Govt., of Meghalaya,
Programme Implementation & Evaluation Department.

Dated Shillong, the 11th July 2019.

Memo.No.PIA(EV)1/2008/120 – A

Copy forwarded to:-

1. The Personal Assistant to the Secretary to the Governor of Meghalaya, Raj Bhavan, Shillong.
2. The Private Secretary to the Chief Minister, Meghalaya, Shillong for favour of kind information of Chief Minister.
3. The Private Secretary to the Deputy Chief Minister, Meghalaya, Shillong for favour of kind information of Deputy Chief Minister.
4. The Private Secretary to all Ministers.
5. The Private Secretary to the Chief Secretary, Meghalaya, Shillong for favour of information of Chief Secretary.
6. The Private Secretary to the Addl. Chief Secretaries, Meghalaya, Shillong for favour of information of Chief Secretaries.
7. All Principal Secretaries/Commissioner & Secretaries/ Secretaries/Additional Secretaries to the Govt., of Meghalaya, Shillong.
8. The Accountant General(A&E), Meghalaya, Shillong.
9. Personnel Administrative Reforms (A) Department for favour of information.
10. Personnel Administrative Reforms (B) Department for favour of information.
11. Under Secretary to the Govt., of Meghalaya, Personnel Administrative Reforms (B) Department (Service Rules Cell) vide their I/D No.212/2010 dt.04.02.2010.
12. Law (B) Department with reference to their letter No.LJ(B) 10/2003/132 dt.04.04.2009.
13. Finance (E) Department vide their I/D No. FE.480/09 dt. 14.10.2009.
14. Secretary, Meghalaya Public Service Commission(MPSC) with reference to their letter No.MPSC/D-4/1/2001-2002/11 dt.05.01.2010.
15. Cabinet Affairs Department with reference to their Cabinet Proceeding of the Cabinet Meeting held on the 16th May 2019 (Agenda item No. 34/2019) and their endorsement of Officer on Special Duty, Cabinet Affairs Department dated 17.05.2019.
16. All Administrative Departments/Heads of Department.
17. The Director, Programme Implementation & Evaluation, Meghalaya, Shillong with reference to their letter No.PIE.11/2008/59 dt. 03.07.2019.
18. All Deputy Commissioners/Sub-Divisional Officers/ Block Development Officers.
19. The Director of Printing & Stationery, Meghalaya, Shillong with a request to publish the aforesaid Notification in the Meghalaya Extra Ordinary Gazette.
20. The Special Officer, State Computer Cell, Web Information Manager for publishing in the Department's website.

By Order Etc.,


18/7 AD(WK)

(Smti J.M. Khongwir),
Under Secretary to the Govt., of Meghalaya,
Programme Implementation & Evaluation Department.