

**MIZORAM PUBLIC SERVICE COMMISSION**  
**Mizoram New Capital Complex, Aizawl**

**NOTIFICATION**

**No.A.11017/1/2000-MPSC Dt. 14/3/2022.** The Mizoram Public Service Commission hereby lays down the following guidelines for induction of eligible officers into Junior Grade of Mizoram Civil Service:

**1. Short title and commencement:**

- (a) These Guidelines may be called The Mizoram Public Service Commission (Induction to Junior Grade of Mizoram Civil Service) Guidelines, 2022.
- (b) They shall come into force with immediate effect.

**2. Application/Invitation of Willingness:**

- (a) Proposal for induction into the Mizoram Civil Service received from the Government will be examined in detail and after obtaining approval of the Commission, notification inviting willingness from eligible officers will be published.
- (b) Normally one month time will be given for submission of willingness/application. The invitation for willingness should be widely circulated.
- (c) Application / submission of willingness is to be done online at the Commission's portal <https://mpsonline.mizoram.gov.in> by paying prescribed fees.
- (d) All applicants will be required to submit a letter certified by the Head of Department stating that they have no objection of him/her applying for the post and that there is no vigilance case pending against him/her.

**3. Conditions of eligibility:**

- (a) A candidate must hold a post not below Group 'A' in level 10 of the pay matrix on a substantive capacity under the Government of Mizoram on the last date prescribed for application.
- (b) He/She must have at least two years prescribed benchmark of ACR/PAR as per extant rules for promotion to Group 'A' post under Government of Mizoram.
- (c) He/She must not have exceeded the age of 54 years as on the last date prescribed for application.
- (d) He/She must have working knowledge of Mizo language of at least Middle School Standard
- (e) The decision of the Commission as to the eligibility or otherwise of the candidates for recruitment through induction shall be final.

**4. Criteria for selection:**

- (a) Seniority:
- (i) Seniority of a candidate shall have 20% weightage of the total marks, carrying 2 marks for every completed year of service in Group 'A' posts under the Government of Mizoram with the upper limit on seniority criteria fixed at 20 marks.
  - (ii) Service rendered for 6 months or more shall be rounded up as one completed year.
  - (iii) Seniority weightage shall be determined with reference to the last date prescribed for application.
- (b) Performance assessed on the basis of the PAR/ACR of a candidate for two years shall carry 30% of the total marks i.e. 30 marks (15 marks for each year).

The performance score for two years shall be obtained as follows:

$$\text{Performance score} = \frac{x_1 \times y_1 \times 15}{100} + \frac{x_2 \times y_2 \times 15}{100}$$

Where:

$x_1$  - PAR score for year 1

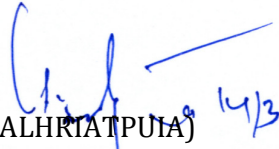
$x_2$  - PAR score for year 2

$y_1$  - Maximum PAR score for year 1

$y_2$  - Maximum PAR score for year 2

- (c) Personal Interview:
- (i) Personal Interview shall have a weightage of 50% of total marks.
  - (ii) All eligible candidates shall be called for Personal Interview.
  - (iii) The Commission shall have the authority to appoint a Technical Expert of high integrity and experience to assess the candidates in their field of expertise in the Personal Interview.
  - (iv) Marks awarded to a candidate appearing in the Personal Interview shall not be less than 30% and not more than 90% of the total marks allotted for Personal Interview.

- 5. Interpretation:** If any question arises as to the interpretation of these guidelines, it shall be decided by the Commission.

  
(LALHRATPUIA) 14/3/22  
Secretary  
Mizoram Public Service Commission  
Aizawl