

PART I

INTRODUCTION

- 1.1 In compliance with Article 323(2) of the Constitution of India, Sikkim Public Service Commission presents its **FORTIETH** Annual Report on the works undertaken from 1st April, 2021 to 31st March, 2022.
- 1.2 The functions of the Public Service Commission specified in Article 320 of the Constitution of India are given in **APPENDIX-I**. These functions are, however, subject to the limitation specified in the Sikkim Public Service Commission (Exemption from Consultation) Regulations, 1986 as amended from time to time. A copy of the said Regulations is placed vide **APPENDIX-II**.
- 1.3 Details of former Chairman and Members are given in **APPENDIX-III**.
- 1.4 Smt. Deepa Rani Thapa, SCS, assumed charge of Secretary of S.P.S.C on 01.02.2016 and continuing till date.
- 1.5 The sanctioned strength and the staff in position during the year 2021-2022 are given in **APPENDIX-IV**
- 1.6 Organizational Chart of the Commission is given in **APPENDIX-V**
- 1.7 The expenditure incurred by the Commission during the year is shown in **APPENDIX-VI**
- 1.8 The posts excluded from the purview of the Commission in accordance with the Sikkim Public Service Commission (Exemption from Consultation) Regulations, 1986 as amended from time to time are listed in **Appendix-VII**.

PART II

PROMOTION (GAZETTED POSTS)

- 2.1 The Commission received, in total **85** cases of promotion in **31** different State Services. The Selection Committee considered each case with due reference to the Annual Confidential Reports and other service records of all the eligible officers and sent the recommendations to the Government on the basis of overall assessment of remarks recorded in their service records.
- 2.2 The details of the breakup of these cases are given in **APPENDIX-VIII**.
- 2.3 The State Government has accepted all the recommendations.

PROMOTION (NON GAZETTED)

- 3.1 The Commission did not receive any cases of promotion in the Non Gazetted posts.

PART III

DIRECT RECRUITMENT (GAZETTED/NON GAZETTED)

- 4.1 The Commission recommended **33 (thirty three)** candidates in **04** open competitive examinations for recruitment of candidates in 02 different State Services/Departments in the **Gazetted Grade**.
- 4.2 The Commission recommended **53 (fifty three)** candidates in **15** open competitive examinations for recruitment of candidates in the 05 different State Services/Department in the **Non Gazetted Grade**.
- 4.3 The details of these examinations and interviews are given in the consolidated statement in **APPENDIX- IX & X** respectively.

PART IV

SELECTION OF CANDIDATES FOR PROMOTION THROUGH INTERVIEW (GAZETTED/NON GAZETTED)

- 5.1 The Commission received **06 (SIX)** proposals for selection of suitable departmental candidates for promotion to higher posts in the Gazetted grade in 06 (six) different State Services. The consolidated information in this respect is given in **APPENDIX-XI**.

5.2 The Commission did not receive any proposal for selection of suitable departmental candidates for promotion to higher posts in the Non Gazetted grade.

PART V

ABSORPTION OF CANDIDATES (GAZETTED / NON GAZETTED)

- 6.1 The Commission received **02(two)** proposals for absorption in Sikkim State Health Service (Specialist Wing) in the Gazetted grade.
- 6.2 The consolidated information in this respect is given in **APPENDIX-XII**.

PART VI

RIGHT TO INFORMATION (R.T.I.) CASES RECEIVED DURING THE YEAR

- 7.1 The Commission received **14 (fourteen)** Right to Information (R.T.I.) cases during the year. Details of these cases are given in **APPENDIX-XIII**.

PART VII

SENIORITY CASES RECEIVED DURING THE YEAR

- 8.1 No case of seniority has been received during the year under report.

PART VIII

DISCIPLINARY CASES RECEIVED DURING THE YEAR

- 9.1 The Commission received 07 (seven) disciplinary cases for advice during the year under report. Details of these cases are given in **APPENDIX XIV**.

PART IX**MISCELLANEOUS**

- 10.1 During the period under report the Commission supervised/conducted different examinations of Union Public Service Commission on different dates. The names of the examination and other details are as given in **APPENDIX-XV**.
- 10.2 Instruction to be followed while sending proposals for recruitment/appointment/promotion to various service or posts and for disciplinary matters to Sikkim Public Service Commission are given at **Appendix-XVI**.

PART X**ACKNOWLEDGEMENT**

- 11.1 The Commission places on record its deep sense of gratitude to His Excellency, the Governor of Sikkim and the Government of Sikkim for their valuable help, unstinted support and co-operation.
- 11.2 The Commission is also thankful to the Departmental Heads/Experts/examiners of various competitive examinations, evaluators and other persons who extended their cooperation and support to the Commission without which it would not have been possible for the Commission to discharge its duties and functions smoothly.

{Shri Kul Bahadur Chettri (Pant)}
Member-II

(Shri Sonam Y. Lepcha)
Member-I

(Dr. Ram Kr. Tamang)
Chairman

APPENDIX – I

(See Para 1.2)

FUNCTIONS OF STATE PUBLIC SERVICE COMMISSION

Article 320 of the Constitution of India stipulates that a Public Service Commission has to:

- (1). Conduct examination for appointment to the service of the Union and the services of the State;
- (2). be consulted;
 - a) on all matters relating to methods of recruitment to civil services and civil posts;
 - b) on the principles to be followed in making appointments in Civil services and posts and in making promotions and transfers from one service to another and on the suitability of candidates for such appointments, promotions or transfers ;
 - c) on all disciplinary matters affecting a person serving under the Government of India or the Government of a State in a civil capacity;
 - d) on claims of re-imbursement of legal expenses incurred by the Government servants in defending legal proceedings instituted against them for acts done or purporting to be done on the execution of their duty;
 - e) on claims for award of pension in respects of injuries sustained by Government servants;
- (3). A Public Service Commission will advise on any other matter referred to the Commission by the Government.

The above functions are, however, subject to the limitations specified in the Regulations made under clause 3 of article 320 of the Constitution of India.

APPENDIX - II

(See Para 1.2)

(Published in Sikkim Government Gazette No.2 dated 15.1.1987)**GOVERNMENT OF SIKKIM****ESTABLISHMENT DEPARTMENT**No: I(II)504/Gen/Est.Dated: 31/12/1986.**NOTIFICATION**

In exercise of the powers conferred by the proviso to clause 3 of the Article 320 of the Constitution of India and in supersession of all previous orders, circulars and instructions issued from time to time on the subject including the Notification No.5 (256)5655/Gen/Est. dated 21st February, 1983, the Governor of Sikkim is pleased to make the following regulations as respects the services and posts in connection with the affairs of the State of Sikkim, specifying matters in which it shall not be necessary for the Sikkim Public Service Commission to be consulted, namely :-

1. (a) This regulation may be called the Sikkim Public Service Commission (Exemption from Consultation) Regulations, 1986.
 (b) They shall come into force from the date of their publication in the Sikkim Government Gazette.
2. In these regulations unless the context otherwise requires:-
 - (a) "Commission" means the Sikkim Public Service Commission;
 - (b) "Constitution" means the Constitution of India;
 - (c) "Government" means the Government of Sikkim;
 - (d) "Governor" means the Governor of Sikkim;
 - (e) "Service" means any Civil Service and "Post" means any civil post, in connection with the affairs of the State of Sikkim.
3. It shall not be necessary to consult the Commission in regard to any of the matters mentioned in sub-clause (a) and (b) of clause 3 of the Article 320 of the Constitution in the case of services and posts specified in the Schedule of these regulations and other posts in respect which the Government shall, after consultation with the Commission, direct that appointment may be made without reference to the Commission.
4. It shall not be necessary to consult the Commission on any of the following matters, namely—

- (a) The determination of the number of vacancies to be filled in a service any particular year;
 - (b) The determination of the strength of the cadres of different services;
 - (c) The determination of the pay of Government servants on their first appointment;
 - (d) The determination of the initial pay of officers recruited by direct recruitment or by promotion;
 - (e) Transfers of Government servants to foreign services;
 - (f) Reservation of posts to backward classes to any other sector of people of the State.
5. It shall not be necessary to consult the Commission-
- (a) on matters of inter-departmental and intra-departmental transfer from one post to another in the same Service ;
 - (b) on the principles to be followed in transfers from one post to another post,
 - (c) on the suitability of candidates for transfer from one post to another in the same Service.
6. It shall not be necessary to consult the Commission with regard to the selection and appointment of a person on contract, co-terminus and consolidated (fixed) pay basis and on deputation from the Central Government or from any other State Government.
7. **Disciplinary Case:-**
- (1)** It shall not be necessary to consult the commission on any disciplinary matter affecting a person serving in connection with the affairs of the State except;
- (a) Where the Government proposes to pass an original order imposing any of the following penalties on Government servant, namely.
 - (i) Censure
 - (ii) Withholding of his promotion;
 - (iii) Recovery from his pay of the whole or part of any pecuniary loss caused by him to the Government by negligence or breach of order;
 - (iv) Withholding of increments of pay;
 - (v) Reduction to a lower stage in the time scale of pay for a specified period with further directions as to whether or not the Government servant will earn increments of pay during the period of such reduction or whether on the expiry of period, the reduction will not have the effect of postponing the future increments of his pay ;

- (vii) Compulsory retirement;
 - (viii) Removal from service which shall not be a disqualification for future employment under the Government.
 - (ix) Dismissal from service which shall ordinarily be a disqualification for future employment under the government.
- (b) Where the Governor proposes to pass an order on an appeal against any order made by a subordinate authority imposing any of the penalties specified in Sub-clause (a);
 - (c) Where the Governor proposes to pass an order overruling or modifying after consideration of any petition or memorial or otherwise, an order imposing any of the said penalties made by the Governor or by a subordinate authority;
 - (d) Where the Governor proposes to pass an order imposing any of the said penalties in exercise of the powers of review and modification of an order under which none of the said penalties has been imposed.
- (2).** Nothing mentioned in clause (i) shall be deemed to make it necessary to consult the Commission in any case:-
- (i) Relating to withholding of increments of a Government servant for his failure to pass any departmental examination in accordance with the rules or order governing the service which he belongs or post which he holds or the terms of his appointment.
 - (ii) Relating to stoppage of a Government servant at the efficiency bar in the time scale of pay on the ground of his unfitness to cross the bar;
 - (iii) Relating to non-promotion of a Government servant whether in a substantive or officiating capacity after consideration of his case, to a service, grade or post for promotion to which he is eligible ;
 - (iv) Relating to reversion of a Government servant officiating in a higher service, grade or post to a lower service, grade or post, on the ground that he is considered to be unsuitable for such higher service, grade or post or on any administrative ground unconnected with his conduct ;
 - (v) Relating to reversion of a Government servant appointed on probation to any other service, grade of post to his permanent service, grade of post during or at the end of the period of probation in accordance with the terms of his appointment to the rules and orders governing such probation .

- (vi) Compulsory retirement of a Government servant in accordance with the provisions relating to his superannuating or retirement;
 - (vii) Relating to termination of the service-
 - (a) of a Government servant appointed on probation during or at the end of the period
 - (b) of his probation, in accordance with the terms of his appointment or the rules and orders of the appointing authority; or
 - (c) of a Government servant, employed under agreement, in accordance with the terms of such agreement;
 - (viii) In which the Commission has, at any previous stage given advice in regard to the order to be passed and no fresh questions has thereafter arisen for determination
- (3) It shall not be necessary to consult the Commission or any memorial or petition where the Governor proposes to pass orders rejecting such memorial or petition.
- (4) It shall not be necessary to consult the Commission in any case where the Governor propose to make an order of dismissal, removal or reduction in rank after being satisfied that such action is necessary in the interest of the security of the State.

By order and in the name of the Governor.

Sd/-
D.K. GAJMER
Additional Secretary to the Government,
Establishment Department

SCHEDULE

(See Regulation 3)

1. Appointment of officers and staff of the Sikkim Legislative Assembly Secretariat under Articles 187(2) of the Constitution.
2. Appointment of District Judges and promotion thereto under Article 233 & 235 of the constitution.
3. Appointment of personal staff of the Governor.
4. Appointment of Advocate General, Government Advocates, Assistant Government Advocate and Public Prosecutors.
5. Appointment of Advisor/Consultant to the Government for specific period and for specific purpose.
6. Appointment of persons in State Government Undertakings.
7. Appointment of Chairman, Members to any other adhoc or statutory body.
- *8. All appointment and promotions of persons to the post below the pay scale of Rs.5000-150-8000 excluding teachers of Human Resource Development Department.
9. Deputation from the Central Government or from any other State Government.
10. Transfers from one post to another in the same service.
- **11. All Appointment & promotion of persons in group "D" post including Drivers.
- ***12. All Appointment & promotion of persons in group "D" post including Drivers and teachers.

*** Amended vide Notification No: J(11)195/GEN/DOP (Pt-II) dt: 25.09.2009.**

****Amended vide Notification No.: J(11)35)/GEN/DOP (Part-II), dated: 16.10.15**

*****Amended vide Notification No.: 80/GEN/DOP, dated: 04.04.2016**

APPENDIX III

(See Para 1.3)
 LIST OF FORMER HON'BLE CHAIRMEN/MEMBERS OF
 SIKKIM PUBLIC SERVICE COMMISSION
CHAIRMAN

<u>Sl.No.</u>	<u>Name</u>	<u>Period</u>
1.	Shri K.R.K. Menon	04.01.1982 to 12.05.1986
2.	Shri Tashi Chopel, IAS (Retd)	14.08.1986 to 04.07.1991
3.	Shri R.B. Mukhia, IAS (Retd)	22.07.1991 to 30.06.1994
4.	ShriTashi Namgyal, IPS (Retd)	01.07.1994 to 23.06.1999
5.	Miss B.M. Singh, IAS (Retd)	15.02.2000 to 14.01.2002
6.	Shri R.K. Pradhan, IPS (Retd)	01.04.2002 to 18.03.2004
7.	Shri TsewangDorjee Bhutia, SCS (Retd.)	04.06.2004to 03.05.2006
8.	Shri D. Dahdul, IAS (Retd)	07.02.2007 to 04.01.2009
9.	Shri K.N. Sharma SCS (Retd.)	08.04.2010 to 07.03.2011
10.	Shri M.L.Arrawatia, Chairman IFS(Retd.)	13.05.2011 to 31.12.2013
11.	Shri O.H.Subba IPS (Retd.)	28.02.2014 to 17.01.2016
12.	Shri T.B.Rajalim	10.02.2016 to 06.11.2018
13.	Shri C.P Tongden, (Retd.)	07.12.2018 to 27.12.2020
14.	Dr. Ram Kr. Tamang	08.01.2021 to Till date

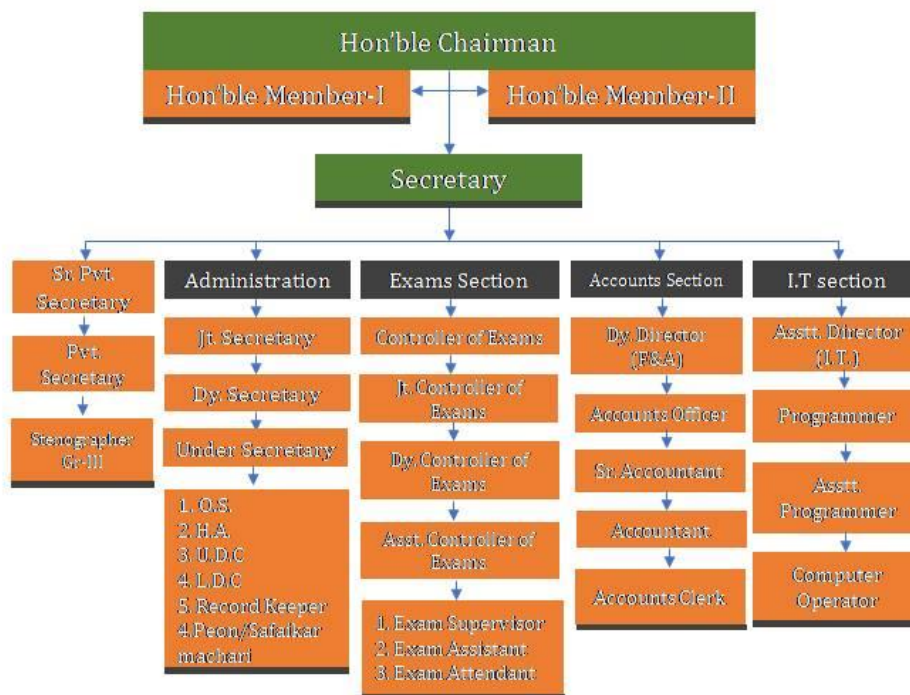
MEMBER(s)

Sl.No.	Name	Period
1.	Shri J.K. Thapa, IAS (Retd)	12.06.1986 to 06.03.1991
2.	Shri Tashi Namgyal, IPS (Retd)	24.06.1993 to 30.06.1994
3.	Miss B.M. Singh, IAS (Retd)	15.02.1999 to 14.02.2000
4.	Shri TsewangDorjee Bhutia, SCS (Retd)	08.04.2002 to 03.06.2004
5.	Shri K.B. Chettri	05.06.2004 to 30.09.2007
6.	Shri K.N. Sharma, SCS (Retd)	05.11.2007 to 07.04.2010
7.	Shri LhendupDorjeeLepcha,(SCS) (Retd.)	03.04.2010 to 02.03.2014
8.	Shri H.K. Karki, SCS(Retd.)	13.05.2011 to 30.11.2014
9.	Shri T.B. Rajalim, SES(Retd.)	01.12.2014 to 09.02.2016
10.	Shri P.T .Euthenpa, IAS(Retd.)	09.05.2015 to 09.02.2017
11.	Shri C.P. Tongden, (Retd.)	10.02.2017 to 07.12.2018
12.	Shri T.T. Sherpa, (Retd.)	10.02.2017 to31.12.2020
13.	Dr. Ram Kr. Tamang	12.08.2019 to 07.01.2021
14.	Shri Sonam Y. Lepcha	08.01.2021 to Till date
15.	Shri Kul Bahadur Chettri (Pant)	08.01.2021 to Till date

APPENDIX IV**STATEMENT SHOWING THE SANCTIONED & ACTUAL STRENGTH OF THE STAFF IN THE COMMISSIONS
SECRETARIAT DURING THE YEAR 2020-21**

Sl.No.	Name of the post	Scale of Pay	Sanctioned Posts	Existing Strength	Remarks
1	Secretary	Level -22 of Pay Matrix	01	01	
2	Additional Secretary-cum- Controller of Exams	Level-20 of Pay Matrix	01	01	
3	Joint Secretary	Level-19 of Pay Matrix	01	01	
4	Joint Controller of Exams	Level-19 of Pay Matrix	01	01	
5	Deputy Secretary	Level-17 of Pay Matrix	01	01	
6	Deputy Controller of Exams	Level-17 of Pay Matrix	01	01	
7	Deputy Director (Finance & Accounts)	Level-17 of Pay Matrix	01	0	01 vacant
8	Sr. Private Secretary	Level-17 of Pay Matrix	01	0	01 vacant
9	Under Secretary	Level-15 of Pay Matrix	01	0	01 vacant
10	Accounts Officer	As above	01	01	
11	Assistant Director (IT)	As above	01	01	
12	Assistant Controller of Examinations	As above	02	01	01 vacant
13	Private Secretary	As above	01	01	
14	Senior Accountant	Level-14 of Pay Matrix	01	0	01 vacant
15	Office Superintendent	As above	01	0	01 vacant
16	Examination Supervisor	As above	02	01	01 vacant

17	Programmer	Level-12 of Pay Matrix	01	0	01 vacant
18	Assistant Programmer	Level-11 of Pay Matrix	01	01	
18	Head Assistant	As above	01	0	01 vacant
19	Accountant	As above	01	01	
20	Examination Assistant	As above	04	02	02 vacant
21	Stenographer Gr.III	As Above	02	0	02 vacant
22	Upper Divisional Clerk	Level-9 of Pay Matrix	04	01	03 vacant
23	Computer Operator	Level-9 of Pay Matrix	02	01	01 vacant
24	Lower Divisional Clerk	Level-7 of Pay Matrix	08	03	05 vacant
25	Accounts Clerk	Level-7 of Pay Matrix	01	01	
26	Daftary	As above	01	01	
27	Driver	Level-6 of Pay Matrix	08	08	
28	Peon/Chowkidar/Safaikarmachari	Level-4 of Pay Matrix	06	06	

APPENDIX V**Organizational Chart of the Commission**



Chairman

Dr. Ram Kumar Tamang

Service Period of Member: 12th Aug 2019 to 07th Jan 2021

Service Period of Chairman: 08th Jan 2021 to Till Date



Member

Shri. Kul Bahadur Chettri (Pant)

Service Period: 08th Jan 2021 to Till Date



Member

Shri. Sonam Y. Lepcha

Service Period : 08th jan 2021 Till Date



Secretary

Smt. Deepa Rani Thapa

Service Period: Feb 2016 Till Date

APPENDIX – VI**(See Para 1.7)****STATEMENT SHOWING THE RECEIPT AND EXPENDITURE OF THE COMMISSION
DURING THE YEAR 2021-22****RECEIPTS****A. Head of Account – ‘0051’-SPSC**

- (1) Examination Fee
Application Form Fees /other receipt- 3,72,401/-**

REVENUE EXPENDITURE

Head of Account	Budget Provision		Expenditure
	Actual	Revised	
1. Salaries	Rs. 4,47,20,000/-	Rs. 4,05,69,088/-	Rs. 4,05,69,088/-
2. Wages	Rs. 41,42,000/-	Rs. 28,62,365/-	Rs. 28,62,365/-
3. Travel Expenses	Rs. 5,50,000/-	NIL	NIL
4. Office Expenses	Rs. 27,36,000/-	Rs. 20,87,924/-	Rs. 20,87,924/-
5. Other Charge	Rs. 1,50,00,000/-	Rs. 1,16,27,047/-	Rs. 1,16,27,047/-
6. Total	Rs. 6,71,48,000/-	Rs. 5,71,46,424	Rs. 5,71,46,424/-



DEPARTMENT OF PERSONNEL, ADMINISTRATIVE REFORMS, TRAINING & PUBLIC GRIEVANCES
GANGTOK-SIKKIM

No. 75/GEN/DOP

Dated: 12/09/2017

NOTIFICATION

In exercise of the powers conferred by the proviso to clause (3) of Article 320 of the Constitution, the Governor of Sikkim hereby makes the following regulations further to amend the Sikkim Public Service Commission (Exemption from Consultation) Regulations, 1986, namely:-

- Short title and Commencement** 1. (1) These regulations may be called the Sikkim Public Service Commission (Exemption from Consultation) Amendment Regulations, 2017.
(2) They shall come into force at once.
- Amendment of Schedule** 2. In the Sikkim Public Service Commission (Exemption from Consultation) Regulations, 1986, for the existing Schedule, the following "SCHEDULE" shall be substituted, Namely:-
- "SCHEDULE**
(See Regulation 3)
1. Appointment of Officers and staff of the Sikkim Legislative Assembly Secretariat under Article 187(2) of the Constitution.
 2. Appointment of District Judges and promotion thereto under Article 233 and 235 of the Constitution.
 3. Appointment of personal staff of the Governor.
 4. Appointment of Advocate General, Government Advocates, Assistant Government Advocates and Public Prosecutors.
 5. Appointment of Advisor/ Consultant to the Government for specific period and for specific purpose.
 6. Appointments of persons in the State Government Undertakings.
 7. Appointment of Chairman, Members to any Statutory Body, Tribunal, Commission, Committee and any other ad-hoc or Statutory Body.
 - 8.(a) All appointments and promotions of persons in Group 'D' posts including Drivers, recruitment of Teachers, Principals of Senior Secondary Schools and Headmaster of Secondary Schools and Police Personnel below the rank of Sub-Inspector in Sikkim Police.
 - (b) Promotion in the Group "C" post from grade pay of Rs. 2300/- to Rs. 4600/-.

Sd/-

(Surekha Pradhan) Mrs.

ADDITIONAL SECRETARY TO THE GOVERNMENT
DEPTT. OF PERSONNEL, ADM. REFORMS, TRAINING & PUBLIC GRIEVANCES

Memo.No.1800-02/GEN/DOP

Dated: 12/09/2017

Copy for information to:-

1. All Secretaries / Head of Department
2. Secretary, SPSC.
3. Additional Secretary, Home Deptt. for publication in the Gazette,
4. File and
5. Guard file.

APPENDIX- VIII

NUMBER OF PROPOSALS CONSIDERED AND RECOMMENDED BY DPC w.e.f. 01.04.2021 to 31.03.2022
SIKKIM PUBLIC SERVICE COMMISSION (GAZETTED POSTS)

Sl. No.	Name of Department/Service	Name of Post	Pay Band & Grade Pay	No. of vacant post	No. of candidates	No. of candidates recommended	Remarks
1	Sikkim State Engineering Service (Civil)	Chief Engineer (Civil)	Level 21 of Pay Matrix	06	06	06	
		Chief Engineer (Civil)	Level 21 of Pay Matrix	04	04	04	
		Additional Chief Engineer (Civil)	Level 20 of Pay Matrix	01	01	01	
		Additional Chief Engineer (Civil)	Level 20 of Pay Matrix	06	06	06	
		Superintending Engineer (Civil)	Level 19 of Pay Matrix	11	09	09	02 posts kept in sealed cover
		Divisional Engineer (Civil)	Level 17 of Pay Matrix	52	52	43	09 cases could not be taken up due to incomplete documents
2	Sikkim State Animal Husbandry and Veterinary Service	Director	Level- 21 of Pay Matrix	02	02	02	
		Deputy Director	Level 17 of Pay Matrix	07	07	07	
3	Sikkim State Agriculture Service	Director	Level 21 of Pay Matrix	01	01	01	
		Director	Level 21 of Pay Matrix	01	01	01	
		Superintending Engineer	Level 19 of Pay Matrix	02	02	02	

		Superintending Engineer	Level 19 of Pay Matrix	05	05	05	
		Executive Engineer	Level 17 of Pay Matrix	01	01	01	
4	Printing and Stationery Department	Director (Isolated post)	Level 20 of Pay Matrix	01	01	01	
		Joint Director (Isolated)	Level 19 of Pay Matrix	01	01	01	
5	Sikkim State Engineering Service (Electrical)	Principal Chief Engineer	Level 22 of Pay Matrix	01	01	01	
		Chief Engineer (Electrical)	Level 21 of Pay Matrix	01	01	01	
		Additional Chief Engineer	Level 20 of Pay Matrix	03	03	03	
		Additional Chief Engineer (Elect.)	Level 20 of Pay Matrix	01	01	01	
		Superintending Engineer (Electrical)	Level 19 of Pay Matrix	01	01	01	
		Superintending Engineer (Elect.)	Level 19 of Pay Matrix	01	01	01	
		Superintending Engineer (Elect.)	Level 19 of Pay Matrix	01	01	01	
		Superintending Engineer (Elect.)	Level 19 of Pay Matrix	02	02	02	
		Divisional Engineer	Level 17 of Pay Matrix	01	01	01	
		Divisional Engineer (Elect.)	Level 17 of Pay Matrix	01	01	01	
		Divisional Engineer (Elect.)	Level 17 of Pay Matrix	01	01	01	
		Divisional Engineer (Elect.)	Level 17 of Pay Matrix	09	09	09	

		Divisional Engineer (Elect.)	Level 17 of Pay Matrix	17	17	17	
6	Sikkim State Mines and Geology Service	Senior Geologist	Level 17 of Pay Matrix	02	02	02	
7	Sikkim State Draughtsman Cadre	Deputy Chief Draughting Officer	Level 17 of Pay Matrix	01	01	01	
		Deputy Chief Draughting Officer	Level 17 of Pay Matrix	01	01	01	
8	Sikkim State Para Medical Service	Chief Food Inspector	Level 19 of Pay Matrix	01	01	01	
		Store Medical Officer	Level 15 of Pay Matrix	01	01	01	
9	Sikkim State Health Service	Selection Grade-I (Ex-Cadre)	Level 20 of Pay Matrix	01	01	01	
		Senior Consultant (Specialist Wing)	Level 20 of Pay Matrix	13	13	13	
		Senior Consultant (Specialist Wing)	Level 20 of Pay Matrix	06	06	06	
		Chief GDMO	Level 19 of Pay Matrix	02	02	02	
		Senior Dental Surgeon	Level 17 of Pay Matrix	02	02	02	
		Sr. Audiologist-cum-Speech Therapist	Level 15 of Pay Matrix	01	01	01	
10	Sikkim State Police Service	Inspector General of Police	Level 22 of Pay Matrix	01	01	01	
		Superintendent of Police	Level 19 of Pay Matrix	08	08	08	
		Additional Superintendent of Police	Level 17 of Pay Matrix	14	14	14	

		Deputy Superintendent of Police	Level 16 of Pay Matrix	10	10	10	
		Deputy Superintendent of Police	Level 16 of Pay Matrix	05	05	05	
11	Sikkim State Engineering Service (Mechanical)	Principal Chief Engineer	Level 22 of Pay Matrix	02	02	02	
		Additional Chief Engineer (Mech.)	Level 20 of Pay Matrix	02	02	02	
		Additional Chief Engineer (Mech.)	Level 20 of Pay Matrix	01	01	01	
		Superintending Engineer (Mech.)	Level 19 of Pay Matrix	05	05	05	
12	Sikkim State Civil Service	Special Secretary	Level 21 of Pay Matrix	01	01	01	
		Additional Secretary	Level 20 of Pay Matrix	02	02	02	
		Additional Secretary	Level 20 of Pay Matrix	04	04	04	
		Joint Secretary	Level 19 of Pay Matrix	44	44	44	
		Deputy Secretary	Level 17 of Pay Matrix	25	25	23	One case kept in sealed cover. One case could not be taken up due to incomplete documents
		Deputy Secretary	Level 17 of Pay Matrix	02	02	02	
13	Sikkim State Labour Service	Additional Labour Commissioner	Level 20 of Pay Matrix	01	01	01	

		Deputy Labour Commissioner	Level 17 of Pay Matrix	01	01	01	
14	Sikkim State Sports and Youth Affairs (Coaches) Service	Chief Coaches	Level 15 of Pay Matrix	02	02	02	
15	Sikkim State Directorate of Handicraft and Handloom Service	Deputy Director (DHH)	Level 17 of Pay Matrix	02	02	02	
16	Sikkim State General Service	Principal Director	Level 22 of Pay Matrix	01	01	01	
		Additional Director	Level 20 of Pay Matrix	02	02	02	
17	Sikkim State Architect Service	Principal Chief Architect	Level 22 of Pay Matrix	01	01	01	
18	Sikkim State Finance and Accounts Service	Principal Director	Level 22 of Pay Matrix	04	04	04	
		Additional Director	Level 20 of Pay Matrix	08	08	07	one post kept in sealed cover
		Chief Accounts Officer	Level 19 of Pay Matrix	02	02	02	
19	Sikkim State Fire & Emergency Service	Deputy Chief Fire Officer	Level 16 of Pay Matrix	01	01	01	
20	Sikkim State Information Technology Service	Director	Level 21 of Pay Matrix	01	01	01	
		Additional Director (IT)	Level 20 of Pay Matrix	04	04	03	one post kept in sealed cover
		Deputy Director	Level 17 of Pay Matrix	09	09	09	
21	Ecclesiastical Department	Senior Inspector (isolated post)	Level 15 of Pay Matrix	01	01	01	
22	Sikkim State Stenographer's Service	Principal Private Secretary	Level 19 of Pay Matrix	09	09	09	
		Sr. Private Secretary	Level 17 of Pay Matrix	02	02	02	

		Sr. Private Secretary	Level 17 of Pay Matrix	26	26	26	
23	Sikkim State Household Affairs Service	Joint Director	Level 19 of Pay Matrix	01	01	01	
24	Sikkim State Education Service	Joint Director	Level 19 of Pay Matrix	01	01	01	
25	Sikkim State Forest Service	Principal Director	Level 22 of Pay Matrix	01	01	01	
		Divisional Forest Officer	Level 17 of Pay Matrix	05	05	05	
26	Sikkim State Statistical Service	Joint Director	Level 19 of Pay Matrix	02	02	02	
		Deputy Director	Level 17 of Pay Matrix	09	09	09	
27	Sikkim State Motor Vehicle Service	Assistant Regional Transport Officer	Level 15 of Pay Matrix	01	01	01	
28	Sikkim State Excise Service	Joint Commissioner	Level 19 of Pay Matrix	01	01	01	
		Deputy Commissioner	Level 17 of Pay Matrix	01	01	01	
29	Sikkim State Urban Development & Housing Service	Senior Inspector	Level 15 of Pay Matrix	01	01	01	
30	Sikkim Government College of Nursing	Assistant Professor	Level 16 of Pay Matrix	03	03	03	
31	Social Welfare Department	Social Welfare Officer	Level 15 of Pay Matrix	01	01	01	

APPENDIX-IX

RECRUITMENT DONE THROUGH WRITTEN EXAMINATION/INTERVIEW DURING THE YEAR 2021-22(GAZETTED)

Sl. No.	Name of Department/Service	Name of Posts	No. Of Vacant Post	No. Of Candidates Applied	No. Of Candidates appeared in Written Examination	No. Of candidate called for Interview	No. Of Candidates Recommended	Remarks
1	Health & Family Welfare Department	Scientific Officer	01	65	23	03	01	
		Consultant	04	07	03	03	03	01 post has been carried forwarded
		GDMO	20	126	N/A	70	20	
2	Education Department	Lecturer D.I.E.T	15	189	41	41	09	06 posts has been carried forwarded

APPENDIX-X**RECRUITMENT DONE THROUGH WRITTEN EXAMINATION/INTERVIEW DURING THE YEAR 2021-22 (NON-GAZETTED)**

Sl. No	Name of Department/Service	Name of Posts	No. Of Vacant Post	No. Of Candidates Applied	No. Of Candidates appeared in Written Examination	No. Of candidate called for Interview	No. Of Candidates Recommended	Remarks
1	Health & Family Welfare Department	Yoga Instructor	01	31	01	01	01	
		Pharmacist (Ayurveda)	06	56	0	0	0	06 posts has been carried forwarded
		Pharmacist (Homeopathy)	06	42	03	03	02	04 posts has been carried forwarded
		Health Educator	22	43	N/A	13	11	11 posts has been carried forwarded
2	Printing and Stationary Department	Design cum Layout Man	01	27	05	N/A	01	
		Assistant PasterMan	01	37	04	N/A	01	
		Mechanic Grade-II	02	72	17	N/A	02	
		Salesman	01	22	03	N/A	01	
		Screenman	03	28	08	N/A	03	
		Pressman-II	06	70	22	N/A	06	
		Binder-II	06	71	22	N/A	05	01 post has been carried forwarded
3	Directorate of Fisheries	Feed Mill Operator	04	71	18	04	04	
4	Food & Civil Supplies Department	Inspectors of Legal Metrology	07	1319	759	N/A	07	
5	Cooperation Department	Cooperative Inspector	07	1283	556	N/A	07	
		Cooperative Auditor	02				02	

APPENDIX- XI

NUMBER OF PROPOSALS CONSIDERED AND RECOMMENDED THROUGH INTERVIEW w.e.f. 01.04.2021 to 31.03.2022

SIKKIM PUBLIC SERVICE COMMISSION (GAZETTED POSTS)

Sl. No.	Name of Department/Service	Name of Post	Pay Matrix	No. of vacant post	No. of candidates	No. of candidates recommended	Remarks
1	Sikkim State Para Medical Service	Health Education Officer	Level 15 of Pay Matrix	03	03	03	
		Assistant Director (Sanitation)	Level 15 of Pay Matrix	01	01	01	
2	Sikkim State Engineering Service (Mechanical)	Assistant Engineer(Mech.)	Level 15 of Pay Matrix	08	08	08	
3	Sikkim State Engineering Service (Civil)	Assistant Engineer (Civil)	Level 15 of Pay Matrix	99	91	91	08 (07 posts could not be taken up due to incomplete documents) (01 official did not turn up as she was availing Maternity Leave)
4	Sikkim State Civil Service	Under Secretary	Level 15 of Pay Matrix	01	01	01	
5	Sikkim State Finance and Accounts Service	Accounts Officer	Level 15 of Pay Matrix	13	13	13	
6	Sikkim State General Service	Assistant Director	Level 15 of Pay Matrix	03	03	03	

APPENDIX- XII**NUMBER OF PROPOSALS CONSIDERED AND RECOMMENDED BY DPC THROUGH ABSORPTION/INDUCTION w.e.f. 01.04.2021 to 31.03.2022**

Sl. No.	Name of Department/Service	Name of Post	Pay Band & Grade Pay	No. of vacant post	No. of candidates	No. of candidates recommended
1	Sikkim State Health Service (Specialist Wing)	Specialist	Level 17 of Pay Matrix	02	02	02
		Specialist	Level 17 of Pay Matrix	01	01	01

APPENDIX-XIII**NUMBER OF RIGHT TO INFORMATION (R.T.I) CASES RECEIVED DURING 2021-2022 SIKKIM PUBLIC SERVICE COMMISSION**

Sl. No	Number of Applications received	Number of cases disposed	Number of cases pending
1	14	14	0

APPENDIX-XIV**DISCIPLINARY CASES DURING THE YEAR 2021-22 (GAZETTED/NON GAZETTED POSTS)****SIKKIM PUBLIC SERVICE COMMISSION**

SL. no.	NAME OF DEPARTMENT / SERVICE	COMMENTS/ADVICE
1	Rural Development Department	The Commission has endorsed the minor penalty of “ Censure” proposed by the Disciplinary Authority in terms of Rule 3(i) of Sikkim Government Servants’ (Discipline & Appeal) Rules, 1985 vide letter no: 741/SPSC/5(203)2021 dated: 12/01/2022.
2	Education Department	The Commission has endorsed the major penalty of “dismissal from service with no retirement benefits” proposed by the Disciplinary Authority in terms of Rule 3 (ix) of Sikkim Government Servants’ (Discipline & Appeal) Rules, 1985 vide letter no: 108/SPSC/5(204)/2021 dated: 17/05/2022.
3	Rural Development Department	The Commission has endorsed the minor penalty of “ Censure” proposed by the Disciplinary Authority in terms of Rule 3(i) of Sikkim Government Servants’ (Discipline & Appeal) Rules, 1985 vide letter no: 580/SPSC/5(205)2021 dated: 11/11/2021.
4	Directorate of Handicrafts & Handloom	The Commission has endorsed the minor penalty of “ Censure” proposed by the Disciplinary Authority in terms of Rule 3(i) of Sikkim Government Servants’ (Discipline & Appeal) Rules, 1985 vide letter no: 852/SPSC/5(207)2021 dated: 16/02/2022.
5	Rural Development Department	The Commission in terms of Regulation 7(2) of the Sikkim Public Service Commission (Exemption from Consultation) Regulations, 1986 has returned the proposal as the incumbent was still under probation and acquired lien to his service vide letter no: 599/SPSC/5(208)2021 dated: 19/11/2021.
6	Education Department	The Commission has endorsed the major penalty of “dismissal from service with no retirement benefits” proposed by the Disciplinary Authority in terms of Rule 3 (ix) of Sikkim Government Servants’ (Discipline & Appeal) Rules, 1985 vide letter no: 866/SPSC/5(209)/2021 dated: 01/03/2022.
7	Excise Department	The Commission has endorsed the minor penalty of “ Withholding of one annual increment of pay with cumulative effect” proposed by the Disciplinary Authority in terms of Rule 3 (iv) of Sikkim Government Servants’ (Discipline & Appeal) Rules, 1985 vide letter no: 901/SPSC/5(210)2022 dated: 25/03/2020.

APPENDIX - XV**UNION PUBLIC SERVICE COMMISSION EXAMINATION CONDUCTED DURING THE YEAR 2021-2022**

Sl.No.	Name of Examination	Date of examination	No. of candidates registered	No. of candidates present	Remarks
1.	National Defense Academy & Naval Academy Examination (I) 2021	18/04/2021	577	309	
2.	Engineering Services (P) Examination, 2021	18/07/2021	146	26	
3.	Central Armed Police Forces (A.C.) Examination 2021	18/08/2021	725	99	
4.	Recruitment Test for the post of EO/AO in Employees Provident Fund Organization (EPFO)	05/09/2021	1660	186	
5.	Civil Services (Preliminary) Examination, 2021	10/10/2021	670	330	
6.	Computer Based Combined Medical Services Examination, 2021	21/11/2021	50	11	
7.	Combined National Defense Academy & Naval Academy Examination (II) 2021 & Combined Defense Services Examination (II) 2021	14/11/2021	1515	535	
8.	Engineering Services (P) Examination, 2022	20/02/2022	115	22	

APPENDIX - XVI

APPENDIX-V
GOVERNMENT OF SIKKIM
ESTABLISHMENT DEPARTMENT

NO. 5733/GEN/EST.

DATED :GANGTOK THE 10.02.1987

OFFICE MEMORANDUM

Subject: Instruction regarding procedure to be followed in sending proposal for recruitment/appointment/promotion to various service of posts, disciplinary matter etc. to Sikkim Public Service Commission.

1. The questions of strengthening the Sikkim Public Service Commission and providing necessary infrastructure to them for effective functioning in accordance with articles 320 of the Constitution of India has been engaging the attention of Govt. for sometime consulted on all matter enumerated in article 320 of the Constitution of India. The Govt. of Sikkim have accordingly issued the Sikkim Public Service Commission (Exemption from Consultation) Regulation, 1986 vide Notification No.J(II)504/Gen/Est. dated: 31/12/86, a copy of which is enclosed for ready reference. The Notification is published in the extra-ordinary gazette No.2 of 15.1.87.

2. In accordance with the constitutional provision in this regard the Commission have to be consulted on all matters mentioned in Annexure (A) to this Office Memorandum. With regard to the matters service or posts mentioned In Annexure 'B' to this office Memorandum the S.P.S.C need not to be consulted.

3. All reference to the Sikkim Public Service Commission including proposal regarding the matter mentioned in Annexure 'A' will be forwarded to the Secretary, Sikkim Public Service Commission by the Cadre controlling authority/department in a self contained letter giving all relevant information data/together with enclosures, where necessary, in accordance with the procedure outlined in Annexure 'C' to this office

Memorandum. If a proposal is incomplete or defective it will entail unnecessary correspondence and disposals by the Commission, it is absolutely necessary that the proposal should be completed in all respect and is forwarded to the Commission in accordance with the procedure laid down in Annexure 'C'.

4. This instructions supersede all instructions issued earlier on the subject including those contained in Establishment Department Circular No. 5(266) Est.82/1 Dated : 8.10.82.

Sd/-
 Deputy Secretary to the Government of Sikkim,
 Establishment Department

ANNEXURE - 'A'**MATTERS IN WHICH SIKKIM PUBLIC SERVICE COMMISSION SHOULD BE CONSULTED SUBJECT TO ANNEXURE - 'B'**

1. On all matters relating to methods of recruitment to civil services and for civil posts.
2. On the principles to be followed in making appointments to civil services and posts and in making promotions and transfers from one service to another and on the suitability of candidates for such appointments, promotion or transfers.
3. On all disciplinary matters affecting a person who is serving under the Government of the State in a civil capacity Including memorials or petitions relating to such matters.
4. On any claim by or in respect a person who is serving or has served under the Government of the State in a civil capacity, that any costs incurred by him in defending legal proceedings instituted against him in respect of acts done or purporting to be done in the execution of his duty should be paid out to the Consolidated fund of the State.
5. On any claim for the award of the pension in respect of injuries sustained by a person while serving under the Government of the State in civil capacity, and any questions as the amounts of any such award.
6. On any matter which the Government may desire that Sikkim Public Service Commission should be consulted.

ANNEXURE 'B'

MATTERS IN WHICH SIKKIM PUBLIC SERVICE COMMISSION NEED NOT BE CONSULTED VIDE SCHEDULE APPENDED TO THE SIKKIM PUBLIC SERVICE COMMISSION (EXEMPTION FROM CONSULTATION) REGULATIONS, 1986.

1. Appointment of officers and staff of the Sikkim Legislative Assembly Secretariat under Article 187(2) of the Constitution
2. Appointment of District Judges and promotion thereto under Article 233 & 235 of the Constitution.
3. Appointment of personal staff of the Governor.
4. Appointment of Advocate General, Government Advocates, Assistant Government Advocate and Public Prosecutors.
5. Appointment of Advisors/Consultant to the Government for specific period and for specific purpose.
6. Appointment of persons in State Government Undertakings.
7. Appointment of Chairman, Members to any other adhoc or statutory body.
8. Selection and appointment of persons on contract, Co-terminus and Consolidated (fixed) pay basis.
9. Deputation from the Central Government or from any other State Government.
10. Transfers from one post to another in the same service.

ANNEXURE 'C'

(Refer para 3 of the O.M. No. 5733/Gen/Est.

Dated : 10/2/87

1. Procedure for sending proposals to the Sikkim Public Service Commission in respect to organized Services of the State i.e. for which Recruitment Rules exist.

- (i) *Recruitment Rules* The Cadre Controlling authority/department of service should see whether the Recruitment Rules for the Service have been framed. If not, draft Recruitment Rules should be sent to the Commission for their consideration and advice. After obtaining clearance/advice from the Commission, the recruitment Rules should be notified in the State Gazette by the Establishment Department.
- (ii) *Determination of the no. of posts in each service.* The total strength of the Cadre (no. of permanent and temporary posts in a service) should be determined by the Cadre controlling authority. Proposals for appointment against vacant posts only in accordance with the Recruitment Rules should be forwarded to the Commission in the format prescribed by the Commission.
- (iii) *Departmental Promotions* All proposals for departmental promotions in a Service from lower grade to the next higher grade should contain the following information Documents.
 (a) No. of posts (with scale of pay) available for promotion.
 (b) A complete, up-to-date seniority list of eligible persons in the lower grade (with scale of pay) from which promotions are to be made;
 (c) Up-to-date Confidential Reports for the last five consecutive years of the Persons eligible for promotion.
 (d) A Clearance certificate from vigilance angle in respect of eligible persons.
- (iv) *Direct Recruitment* (a) Through a Competitive Exam. A proposal for holding a competitive examination for filling estimated vacancies in a Cadre Service should contain the following information documents:-

N.B. All proposals for promotions should be marked "Confidential" and sent to the Secretary, SPSC in a sealed Cover.

**PROFORMA FOR FORWARDING DISCIPLINARY CASE TO THE STATE PUBLIC SERVICE
COMMISSION**

PART I : SERVICE AND RELATED PARTICULARS

1. Name of charged officer and the service on which borne
2. (i) Whether temporary permanent/officiating contract service
(ii) If confirmed, date of confirmation
3. Post held substantively if in permanent service
 - (a) Designation
 - (b) Scale of pay (indicating state, EB etc.)
 - (c) Pay drawn
 - (d) Date from which pay shown against (C) drawn
 - (e) Date of next Increment
4. Post held at present
 - (a) Designation
 - (b) Scale of pay (indicating stages, EB etc.)
 - (c) Pay drawn
 - (d) Date from which pay shown against (C) drawn
 - (e) Date of next increment.
5. The next lower post along with pay scale/grade, the officer would have held but for his appointment to the present post he is holding.
6. Date of birth
7. Date of joining Government service
 - (vi) All matters relating to fixation of seniority of officers in a service should be settled on the basis of establishment principles of merit in a selection, date of appointment in the grade and in cases where all other things are equal, seniority in age.

In case of doubts, Commission's advice should be obtained by giving following information.
 - (a) An up-to-date seniority list of the officers in the service duty authenticated by the Head of the department. The list should contain the information relating to date of appointment to the grade, qualifications, date of appointment to the next higher grade, reason for suppression, if any.
 - (b) Copy of seniority rules, if any.
 - (c) Principles adopted by the Department in preparing the seniority list.
 - (d) Any other relevant information.

- (i) Name of post:
- (ii) Scale of pay:
- (iii) No. of vacancies to be filled:
- (iv) A copy of the Recruitment Rules:
- (v) Job requirements of the posts:
- (vi) Subjects prescribed for the exam:
- (vii) Estimated time by which the vacancies are required to be filled:

(b) Through Selection Information on points.

(i) to (v) mentioned in (a) above along with other relevant information in the prescribed form of requisition.

- (v) *Disciplinary matters* In all disciplinary cases the following information/documents should be sent to the Commission as per proforma shown in Appendix I.

N.B. All communication relating to Disciplinary cases should be marked ***SECRET*** and sent to the Secretary by name in sealed covers giving list of all the documents files enclosed therewith.

- 8. Due date of retirement or actual date of retirement, if already retired.
- 9. (a) Amount of monthly pension admissible/sanctioned.
 - (b) (i) Amount of gratuity admissible
 - (ii) Amount of gratuity sanctioned.

This information is required only in respect of case of recovery from or withholding of pensionary benefits.

- 10. (a) Appointment authority in respect of the post held at present, or the authority which actually appointed the person if that authority is higher.
 - (b) Authority competent to impose the penalty in respect of the posts held at present.
 - (c) Appellate authority in respect of the post held at present.
- 11. Whether an oral inquiry, if required under the rules, has been held.
- 12. Name and designation of the Inquiry officer, appointed, if any.