



GOVERNMENT OF SIKKIM  
DEPARTMENT OF PERSONNEL  
GANGTOK

No: 03/GEN/DOP

Dated: 03/03/2025

OFFICE MEMORANDUM

**Subject: Assured Career Progression Scheme (ACPS) for the State Government Employees regularized under regularization scheme of the Government.**

Whereas, the three tier financial up-gradation under Assured Career Progression Scheme (ACPS) was introduced vide Office Memorandum No. M(161)/6908/GEN/DOP dated 25.04.2011 which came into effect from 18/11/2009. Under this Scheme, the employees drawing Grade pay of Rs.2200 to Rs.6200 corresponding to Level 4 to Level 17 of the revised Pay Matrix are provided with financial up-gradation subject to those who have spent ten years of continuous service in the same grade pay;

AND whereas, the policy of financial up-gradation under ACPS was introduced in the year 2011 when the grade pay of Rs.1400, 1800 and 2300 corresponding to Level 1, 2 and 3 respectively in the revised Pay Matrix did not exist. These Grade Pay were introduced for regularization of the service of temporary employees under the regularization scheme of the Government. Therefore, Pay Level 1, 2 and 3 of the Pay Matrix have remained outside the ambit of financial up-gradation under Assured Career Progression Scheme;

AND whereas, temporary employees regularized under the regularization scheme are placed in Level 1, 2 and 3 of the Pay Matrix and on attainment of five years after regularization, the original pay level prescribed for the post is restored;

Now, therefore, with a view to extend the benefit of financial up-gradation under the Assured Career Progression Scheme, the employees regularized in Grade Pay of Rs.1400, Rs.1800/- and Rs.2300/- corresponding to Level 1, 2 and 3 respectively of the Pay Matrix shall be granted financial up-gradation with effect from the date of completion of ten years of service from regularization / appointment duly taking into account the level of pay in which they have been restored.

By order and in the name of the Governor,

Sd/-

(Thinley Pema Chankapa) SCS  
Additional Secretary to the Government  
[File No. GOS/DOP/III(Rule Section)/2024-25/60]

Memo No. 08 - 10/GEN/DOP

Dated:03/03/2025

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Deputy Secretary to the Government