



GOVERNMENT OF SIKKIM
DEPARTMENT OF PERSONNEL
GANGTOK-737101

No. 100 /GEN/DOP

Dated; 06/02/2020

NOTIFICATION

The State Government is hereby pleased to order to extend the benefit of regularization scheme to all the temporary employees working under Work-charged, Muster Roll, Adhoc, Consolidated pay belonging to Group 'C' and Group 'D' category including Home Guards (Male and Female) and drawing the salaries from the consolidated fund of the State Government namely: -

1. Services of all the temporary employees who are continuously serving in the State Government on Work-charged, Muster Roll, Adhoc, Consolidated pay for 8 (eight) years or more as on 31 December of every calendar year may be considered for regularization in the respective department subject to availability of vacancies.
2. Home Guards (Male and Female) who have rendered cumulative service for 8 (eight) years or more as on 31 December of every calendar year may be considered for regularization.
3. The eligible temporary employees whose services would be regularized shall be placed in Level -1, Level-2 and Level-3 in the Pay Matrix prescribed for category of post.
4. The original pay structure prescribed for the post held by such category of government employees shall stand restored on completion of 5 years of their service after regularization as per O.M.No: 5339/GEN/DOP dated 11/02/2019 on the recommendation of the Committee.
5. The benefit of regularization of temporary employees belonging to Group 'C' and Group 'D' category who have completed continuous service of 5(five)years or more as on 31.12.2018 shall be considered as one time exercise in respect of only those temporary employees otherwise who are eligible but left out in the earlier exercise.

6. The regularization process shall be done in accordance with the guidelines on verification of credentials of temporary employees issued vide Circular No: 1547/GEN/DOP dated 20/08/2014 by the respective departments.
7. Appointment on regularization of the temporary employees shall be in relaxation of roster point/reservation rules. The appointment shall be strictly as per the provisions of relevant rules governing appointment and other conditions of service prevalent in the State framed by the State Government.
8. The regularization scheme for the temporary labourers employed in Government farms, worksites etc. by technical and works departments shall be dealt with separately.
9. PSUs/Autonomous Organizations/Societies/Boards etc under the State Government may adopt the regularization scheme provided they are in a position to fund it from their own resources without recourse to demand of funds from the Government. Grants provided by the State Government shall not be utilized for this purpose. In such cases, prior concurrence of the State Finance Department shall be mandatory before consideration of the proposal by the respective Boards. At no stage, fund will be provided by the State Government for the financial requirement arising out of regularization of employees.

By Order and in the name of the Governor.

Sd/-
(Tashi Cho-Cho)
SPECIAL SECRETARY
DEPARTMENT OF PERSONNEL
File No. F(93)/GEN/DOP

Memo No.; 398-401 /GEN/DOP

Dated; 06/02/2020

Copy for information to:-

1. All Head of Departments/Secretaries,
2. Secretary to HCM,
3. Joint Secretary, Home Department.....for publication in the Gazette,
4. Joint Secretary-cum-Staff Officer to Chief Secretary,
5. File and
6. Guard File.


UNDER SECRETARY TO THE GOVERNMENT