



GOVERNMENT OF SIKKIM
DEPARTMENT OF PERSONNEL
TASHILING SECRETARIAT
GANGTOK

No:130/GEN/DOP

Dated: 04.12.2024

NOTIFICATION

Whereas, in the recent past, the State Government has considered for promotion of employees at all levels. In many cases, the employees have been granted promotion by up-grading the posts held by them;

And whereas, promotion through up-gradation of post is resorted to only when the employee has stagnated at any given post for a very long period. However, there are cases, where promotion of employees has been considered by upgrading the post even when the Government servant has rendered just the required qualifying length of service. This has resulted in unwarranted increase in cadre strength thereby creating problem in cadre management;

Now Therefore, with a view to address this issue, the State Government is pleased to implement the following measures, namely:-

1. Promotion through up-gradation shall be resorted only in extreme cases of stagnation at one level wherein the employee has spent more than 03 (three) years of service after rendering the required length of qualifying service.
2. Promotion through up-gradation shall be purely on officiating capacity and the employee shall be considered for promotion on substantive capacity against the vacancy in the original cadre strength only.

By order and in the name of the Governor.

Sd/-
(Thinley P. Chankapa) SCS
ADDITIONAL SECRETARY TO THE GOVERNMENT
DEPARTMENT OF PERSONNEL

Memo No: 433-435/GEN/DOP

Dated:04.12.2024

Copy for information to:-

1. All Secretaries/ Heads of Department,
2. Director General, Administrative Training Institute,
3. Additional Secretary, Home Department -- for publication in the Gazette,
4. File and
5. Guard file.

DEPUTY SECRETARY TO THE GOVERNMENT