



GOVERNMENT OF SIKKIM
DEPARTMENT OF PERSONNEL
GANGTOK

No: 4011/GEN/DOP

Dated: 28/05/2025

OFFICE MEMORANDUM

Whereas, the State Government employees possessing Sikkim Subject Certificate (SSC) / Certificate of Identification (CoI) have been provided with advance increments for having 2 and 3 surviving children in the following manner vide Notification J(155)/57/GEN/DOP dated 11.05.2023:

One advance increment for two surviving children

One additional increment for three surviving children;

AND Whereas, confusion has arisen on whether the advance increment affects the accrual of annual increment. As per the Sikkim Government Service (Revised Pay) Rules, 2018, there are two dates for grant of increment, viz. 1st January and 1st July every year and an employee is eligible for only one annual increment in a year depending on the date of their appointment, promotion or grant of financial up-gradation;

Now therefore, with a view to ensure that the grant of advance increment for having 2 and 3 surviving children does not affect the accrual of annual increment, it is clarified that the advance increment for having 2 and 3 surviving children shall be effective from the date of accrual of the annual increment immediately after the birth of the child.

By order and in the name of the Governor.

Sd/-

(Thinlay Pema Chankapa) SCS
Additional Secretary to the Government
[File No. J(155)/GEN/DOP]

Copy for information to:

1. All Secretaries / Heads of Departments
2. File and
3. Guard File.

Deputy Secretary to the Government