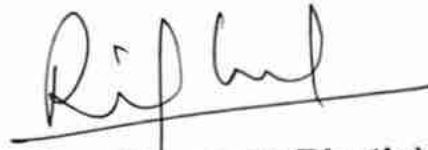


4. Temporary employees intending to avail the leave should have completed not less than 6 (six) months of continuous service.
5. A temporary employee on Sabbatical leave shall be provided with monthly wages/consolidated pay at the rate of 50% of the monthly wages/consolidated pay admissible to him immediately prior to proceeding on sabbatical leave.

Terms and conditions governing Sabbatical leave is enclosed at Annexure I.

By order and in the name of the Governor.



(Rinzing Chewang Bhutia) SCS
Secretary to the Government of Sikkim

Memo No. 405-408/GEN/DOP

Dated: 14/08/2023

Copy to:

- 1 All Secretaries/Heads of Departments
- 2 Secretary to the Hon'ble Chief Minister
- 3 Secretary to the Hon'ble Governor
- 4 Secretary-cum-Controller of Accounts, Finance Department
- 5 File
- 6 Guard file

Annexure I to Notification No. F(106)106/GEN/DOP dated 14/08/2023

Terms and Conditions for availing Sabbatical Leave:

1. The scheme is applicable to temporary employees working under the State Government departments on Work-charged, Muster Roll, Adhoc, Consolidated Pay and One-Family One-Job drawing pay from the Consolidated Fund of the State but shall not apply to temporary employees appointed under Public Sector Undertakings, Boards, Projects and Centrally Sponsored Schemes etc.
2. Temporary employees desirous of availing the leave should have completed not less than 6 (six) months of service.
3. An employee opting for sabbatical leave shall apply for leave in the prescribed format (Annexure II).
4. The request of employee for proceeding on sabbatical leave shall be recommended by the concerned Head of Department for approval of the Government through Department of Personnel.
5. Under this scheme, the employee shall be granted sabbatical leave for a period not less than 365 (three hundred sixty-five) extendable upto a maximum of 1080 (one thousand eighty) days once in the entire service career.
6. Since most of the temporary employees are appointed for a period of 2 (two) years, sabbatical leave shall not be granted to these employees beyond their service tenure. However, in the event of extension of their temporary employment sabbatical leave may be extended as per the conditions prescribed in paragraph 5 above.
7. A temporary employee on Sabbatical leave shall be provided with monthly wages/consolidated pay at the rate of 50% of the monthly wages/consolidated pay admissible to him immediately prior to proceeding on sabbatical leave.
8. In case of temporary employees covered under Notification No. 100/GEN/DOP dated 06/06/2020, the service rendered before proceeding on sabbatical leave including the period spent on sabbatical leave shall be counted for regularization.
9. No substitute appointment shall be made against the temporary employees opting for sabbatical leave.

- 10 During sabbatical leave, the temporary employee should not engage in anything which is unbecoming of a government servant. He should not be a member of or be associated with any political party or any organization which takes part in political movement or activity or engage himself or participate in any demonstration. He should not be a member of any association or organization the objects or activities of which are prejudicial to the interests of the sovereignty and integrity of India, the security of State, public order, decency or morality.
- 11 Upon taking sabbatical leave, the employee cannot in any radio /TV/Social Media/Digital Media broadcast or in any document published in his own name or anonymously or pseudonymously, or the name of any other person or in any communication to the press or any public utterance make any statement of fact or opinion:
- (a) which has the effect of any adverse criticism of any policy or action of the Government; or
 - (b) which is capable of embarrassing the relations between the State Government and the Government of India or any other State Government; or
 - (c) which is capable of embarrassing the relations between the Government of India and the Government of any other foreign state.
- 12 Upon taking sabbatical leave, a temporary employee cannot communicate directly or indirectly to any Government servant or any other person, or to the press, or in Social Media, or through Digital Media, contents of any official document or any part thereof or information which has come into his possession whether from official source or otherwise during the course of his employment prior to taking the leave.
- 13 An employee on sabbatical leave may be recalled to duty by the Competent Authority whenever the State Government deems fit to do so in the interest of the State by giving notice of 1 (one) month. Likewise, the employee will have the option to rejoin duty during the course of his sabbatical leave after giving one month's notice. If a temporary employee intends to quit his service during the course of sabbatical leave or after, he may do so in writing to the concerned Head of Department for which no notice period is required.
- 14 In case of death of a temporary employee during sabbatical leave, matter relating to terminal gratuity/death gratuity shall be regulated in terms of Notification No. 349/GEN/DOP dated: 28/02/2011. However, actual service rendered before proceeding on sabbatical leave shall

only be counted as qualifying service for the purpose of terminal gratuity.

15 During sabbatical leave, the employee shall not be entitled to Maternity/Paternity Leave.

16 Where any doubt arises as to the interpretation of this scheme, it shall be referred to the Government in the Department of Personnel for decision.

17 The State Government reserves the right to accept or reject any application for sabbatical leave without assigning any reasons thereof. Decision of the Government shall be final and binding.