



GOVERNMENT OF SIKKIM  
DEPARTMENT OF PERSONNEL  
GANGTOK

No: 13/GEN/DOP

Dated:23/01/2024

NOTIFICATION

Whereas, the State Government has deemed it expedient to regulate the cases relating to appointment of land donors and for their family members in Government employment;

And whereas, the people of Sikkim, especially in rural areas donate their landholdings to the Government for developmental purposes;

And whereas, the State Government usually provides temporary appointment to the land donors and for their family members in the same department to which the land is donated;

Now therefore, with view to achieve the above objectives, the State Government is hereby pleased to issue the following guidelines, namely:-

1. Land Donor or his /spouse/natural son/natural daughter shall be provided with employment on temporary basis in the same department to which the land has been donated.
2. Land Donors shall be provided with temporary employment initially for a period of 3 (three) years and shall be regularised on completion of 03 (three) years of service.
3. Services of persons already appointed in lieu of land donated to the Government shall be regularised on completion of 03 (three) years of continuous temporary service subject to fulfilment of criteria under the scheme.
4. Land donor shall be appointed in Group D post only. However, regularisation of the service of temporary employees under the scheme shall be done in level 1 of the Pay Matrix only subject to restoration of pay on completion of 05 (five) years of service.
5. A minimum of 1/4<sup>th</sup> (one-fourth) acre of land should be/should have been donated to qualify for appointment/regularisation under the scheme.
6. It should be ensured that land donors have not been compensated by the Government in any form for the land donated. It should also be ensured that the donor has not been provided with civil works in lieu of the land donated.
7. Application for job under land donor scheme must be submitted in the prescribed form within 3 (three) months of registration and mutation of the land in favour of the Government.
8. The applicant should submit No Objection Certificate (NOC) from all other family members in favour of his application and also stating that they shall have no claim for appointment under the scheme in future in lieu of the plot so donated. The application should be submitted to the Head of the concerned department to which the land has been donated.
9. Rule 4(4) of the Sikkim Government Establishment Rules, 1974 shall be applicable in these cases.

10. The departments should acquire land on donation as an exception rather than rule. As far as possible, land must be acquired under the relevant rules and compensation must be paid. Only in cases where land acquisition is not possible, the land can be obtained on donation.
11. Proper record should be maintained by the departments of all land donation cases to avoid complications in future.
12. The administrative department proposing appointment in lieu of donated land must ensure that the eligibility criteria are met. The department must submit documents from the concerned District Collector to prove that the land compensation or any other kind of benefits has not been provided. The department must submit a copy of gift deed and land parcha registered in its favour while submitting the proposal for appointment/regularisation.
13. If any doubt arises as to the interpretation of any of the provisions of these guidelines, it shall be referred to the Government in the Department of Personnel whose decision thereon shall be final.

By Order and in the name of the Governor.


**Sd/-**  
**(Rinzing Chewang Bhutia) IAS**  
**SECRETARY TO THE GOVERNMENT OF SIKKIM**  
**(FILE NO.GOS/DOP/III/2023/628)**

**Memo. No: 36-39/GEN/DOP**

**Dated: 23/01/2024**

Copy for information to:-

1. All Secretaries/Heads of Departments
2. Secretary to the Hon'ble Chief Minister
3. Controller of Accounts-cum-Secretary, Finance Department
4. Additional Secretary, Home Deptt. for publication in the Gazette,
5. File and
6. Guard file.

  
**DEPUTY SECRETARY TO THE GOVERNMENT**