



GOVERNMENT OF SIKKIM
DEPARTMENT OF PERSONNEL
GANGTOK

No:6780/GEN/DOP

Dated: 27/10/2025

CLARIFICATION

Subject: Effect of EOL on the date of annual increment under the Sikkim Government Service Revised Pay Rules, 2018.

With the implementation of the recommendation of the 5th Pay Commission of Sikkim , the date of annual increment for all employees drawing pay in the revised Pay Matrix has been fixed uniformly on 1st January or 1st July of a year. Consequently, doubt has been raised by a few Departments as to what would be the impact of EOL (exceeding one month) on the date of increment under the Revised Pay Rules, 2018.

The matter was examined by this Department carefully and with the approval of the Government, following clarification are issued:

1. A Government servant who has availed EOL not exceeding six months but has rendered a minimum of six months of qualifying service in a particular level between 1st January to 31st December or 1st July to 30th June shall be eligible to draw his/her annual increment on the following 1st January or 1st July, as the case may be.
2. In other words, in case a Government servant has availed Extra Ordinary Leave (EOL) continuously for six months, his/her date of increment shall be postponed to the next date of increment i.e. 1st January or 1st July.

DEPUTY SECRETARY TO THE GOVERNMENT
DEPARTMENT OF PERSONNEL
(File No. GOS/DOP/Sec-I/635/20-21)

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