



DEPARTMENT OF PERSONNEL  
GOVERNMENT OF SIKKIM  
GANGTOK

No. 109/GEN/DOP

Dated: 25/09/2025

NOTIFICATION

The State Government is hereby pleased to decide that the employees whose services have been brought into regular establishment in pay level 1/2/3 of the pay matrix and who complete 6 (six) years of regular service as on 31/12/2025 shall be inducted into their respective cadres/services as a one-time measure.

Instructions/guidelines to streamline the induction process shall be issued separately.

By order and in the name of the Governor

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



DEPARTMENT OF PERSONNEL  
GOVERNMENT OF SIKKIM  
GANGTOK

No 6412/GEN/DOP

Dated: 25/09/2025

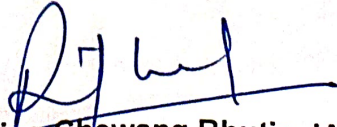
OFFICE MEMORANDUM

Whereas, vide notification no. 109/GEN/DOP dated 25/09/2025, the State Government has been pleased to decide that the employees whose services have been brought into regular establishment in pay level 1/2/3 of the pay matrix and who complete 6 (six) years of regular service as on 31/12/2025 shall be inducted into their respective cadres/services.

Now, therefore, with a view to streamline the induction process, the following guidelines/instructions are issued for compliance: -

1. The respective Cadre Controlling Authority shall prepare provisional seniority list of all eligible employees and circulate the provisional seniority list amongst the concerned employees inviting claims and objections. It should be ensured that each employee gets adequate time of at least one month to submit his claims and objections. Required assistance to respective Cadre Controlling Authorities shall be provided by all the concerned departments in preparation and finalization of the seniority list.
2. Upon finalization of inter-se-seniority of employees, the respective Cadre Controlling Authority shall publish the seniority list of employees separately for each post.
3. After the seniority list is published, the process for induction of employees shall be initiated duly following the recruitment rules of the cadre/service to which the employee is being inducted.
4. In case where the method of recruitment is by direct recruitment through open competitive examination and does not provide for recruitment by induction, separate approval may be obtained for induction of employees duly relaxing the rules.
5. Educational, Technical and other qualifications prescribed for the post to which the employee is being inducted shall not be relaxed in any case.

By order and in the name of the Governor

  
(Rinzing Chewang Bhutia, IAS)  
Secretary to the Government of Sikkim