



GOVERNMENT OF SIKKIM
DEPARTMENT OF PERSONNEL
GANGTOK

No: 2026 /GEN/DOP

Dated: 20/03/2026

OFFICE MEMORANDUM

Whereas, the State Government has taken a policy decision to regularize the services of temporary employees belonging to Group 'C' and 'D' categories who have rendered 4 (four) years of continuous service as on 31st December of every calendar year vide Notification No. 100/GEN/DOP dated 06.02.2020 r/w Notification No. 24/GEN/DOP dated 09.02.2024.

AND whereas, the State Government has also taken a policy decision to regularize the services of persons already appointed in lieu of land donated to the Government on completion of 03 (three) years of continuous temporary services subject to fulfillment of criteria under the scheme vide Notification No. 13/GEN/DOP dated 23.01.2024.

AND whereas, the State Government has further taken a policy decision to regularize the services of all temporary employees with benchmark disabilities on completion of 02 (two) years or more of service in a particular post as on 31st December of every calendar year vide Notification No. 68/GEN/DOP dated 08.06.2023 r/w Notification No. 25/GEN/DOP dated 09.02.2024.

Now therefore, with a view to bring parity of pay and to apply similar yardstick amongst all category of regularized employees viz. four years category, Land Donors and Persons with Benchmark disabilities, the State Government is hereby pleased to issue the following guidelines:

1. For the first 01 (one) year, employees whose services have been regularized shall be entitled to draw pay equivalent to the amount drawn by them while on temporary capacity. On successful completion of 01 (one) year of regular service, they will be placed in Level 1/2/3 of the pay matrix as applicable to the post held by them for the next 04 (four) years of service. On completion of 05 (five) years of regular service, their pay shall be regulated in terms of Notification No. 99/GEN/DOP dated 06.02.2020.
2. Inter-se-seniority of all regularized employees shall be considered from the date of appointment on temporary capacity. In cases, where the date of appointment / joining on temporary capacity happens to be the same, their inter-se-seniority shall be regulated as per the provision contained in Rule 10 of Sikkim Government Establishment Rules, 1974.

By Order.

Sd/-
(Rinzing Chewang Bhutia) IAS
Secretary to the Government
[File No. J(1)/GEN/DOP (Part File)]

Copy to:

1. All Secretaries / Heads of Departments.
2. Controller of Accounts-cum-Secretary, Finance Department
3. Staff Officer to Chief Secretary
4. File and Guard File.


Joint Secretary to the Government