



ANNUAL REPORT

OF THE

SIKKIM PUBLIC SERVICE COMMISSION

FOR THE YEAR

(2020-2021)

(THIRTY NINTH REPORT)

1ST APRIL, 2020 TO 31ST MARCH, 2021.

**THE SIKKIM PUBLIC SERVICE COMMISSION PRESENTS
TO THE GOVERNOR OF SIKKIM, ITS THIRTY NINTH ANNUAL
REPORT UNDER ARTICLE 323(2) OF THE CONSTITUTION OF
INDIA.**

THE REPORT COVERS FROM:

APRIL 1st - 2020

TO

MARCH 31st - 2021

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PART I

INTRODUCTION

- 1.1** In compliance with Article 323(2) of the Constitution of India Sikkim Public Service Commission presents its **THIRTY NINTH** Annual Report on the works undertaken from 1st April, 2020 to 31st March, 2021.
- 1.2** The functions of the Public Service Commission specified in Article 320 of the Constitution of India are given in **APPENDIX-I**. These functions are, however, subject to the limitation specified in the Sikkim Public Service Commission (Exemption from Consultation) Regulations, 1986 as amended from time to time. A copy of the said Regulations is placed vide **APPENDIX-II**.
- 1.3** Details of former Chairman and Members are given in **APPENDIX-III**.
- 1.4** Smt. Deepa Rani Thapa, SCS, assumed charge of Secretary of S.P.S.C on 01.02.2016 and continuing till date.
- 1.5** The sanctioned strength and the staff in position during the year 2020-2021 are given in **APPENDIX-IV**
- 1.6** Organizational Chart of the Commission is given in **APPENDIX-V**
- 1.7** The expenditure incurred by the Commission during the year is shown in **APPENDIX-VI**
- 1.8** The posts excluded from the purview of the Commission in accordance with the Sikkim Public Service Commission (Exemption from Consultation) Regulations, 1986 as amended from time to time are listed in **Appendix-VII**.

PART II

PROMOTION (GAZETTED POSTS)

- 2.1 The Commission received, in total 99 cases of promotion in 35 different State Services. The Selection Committee considered each case with due reference to the Annual Confidential Reports and other service records of all the eligible officers and sent the recommendations to the Government on the basis of overall assessment of remarks recorded in their service records.
- 2.2 The details of the breakup of these cases are given in **APPENDIX-VIII**.
- 2.3 The State Government has accepted all the recommendations.

PROMOTION (NON GAZETTED)

- 3.1 The Commission did not receive any cases of promotion in (Non Gazetted)

PART III

DIRECT RECRUITMENT (GAZETTED/NON GAZETTED)

- 4.1 The Commission recommended **50** candidates in **06** open competitive examinations for recruitment of candidates in 03 different State Services/Departments in the **Gazetted Grade**.
- 4.2 The Commission recommended **139** candidates in **16** open competitive examinations for recruitment of candidates in the Sikkim State Subordinate Para- Medical Service under Health & Family Welfare Department in the **Non Gazetted Grade**.
- 4.3 The details of these examinations and interviews are given in the consolidated statement in **APPENDIX- IX & X** respectively.

PART IV

SELECTION OF CANDIDATES FOR PROMOTION THROUGH INTERVIEW (GAZETTED/NON GAZETTED)

5.1 The Commission received **05 (FIVE)** proposals for selection of suitable departmental candidates for promotion to higher posts in the Gazetted grade in 05 (five) different State Services. The consolidated information in this respect is given in **APPENDIX-XI**.

5.2 The Commission did not receive any proposal for selection of suitable departmental candidates for promotion to higher posts in the Non Gazetted grade.

PART V

ABSORPTION OF CANDIDATES (GAZETTED / NON GAZETTED)

6.1 The Commission received **02(two)** proposals for absorption in 02 different state services in Gazetted grade.

6.2 The consolidated information in this respect is given in **APPENDIX-XII**.

PART VI

DISCIPLINARY CASES RECEIVED DURING THE YEAR 2020-21

7.1 The Commission received 04 (Four) disciplinary cases for advice during the year under report. Details of these cases are given in **APPENDIX-XIII**.

PART VII

- 8.1 No case of seniority has been received during the year under report.

PART VIII

- 9.1 The Commission received 14 Right to Information (R.T.I.) cases during the year. Details of these cases are given in **APPENDIX XIV**.

PART IX

MISCELLANEOUS

- 10.1 During the period under report the Commission supervised/conducted different examinations of Union Public Service Commission on different dates. The names of the examination and other details are as given in **APPENDIX-XV**.
- 10.2 Instruction to be followed while sending proposals for recruitment/appointment/promotion to various service or posts and for disciplinary matters to Sikkim Public Service Commission are given at **Appendix-XVI**.

PART X

ACKNOWLEDGEMENT.

- 10.1 The Commission places on record its deep sense of gratitude to His Excellency, the Governor of Sikkim and the Government of Sikkim for their valuable help, unstinted support and co-operation.
- 10.2 The Commission is also thankful to the Departmental Heads/Experts/examiners of various competitive examinations, evaluators and other persons who extended their cooperation and support to the Commission without which it would not have been possible for the Commission to discharge its duties and functions smoothly.

{Shri Kul Bahadur Chettri (Pant)}
Member-II

(Shri Sonam Y. Lepcha)
Member-I

(Dr. Ram Kr. Tamang)
Chairman

(See Para 1.2)

FUNCTIONS OF STATE PUBLIC SERVICE COMMISSION

Article 320 of the Constitution of India stipulates that a Public Service Commission has to:

- (1). Conduct examination for appointment to the service of the Union and the services of the State;
- (2). be consulted;
 - a) on all matters relating to methods of recruitment to civil services and civil posts;
 - b) on the principles to be followed in making appointments in Civil services and posts and in making promotions and transfers from one service to another and on the suitability of candidates for such appointments, promotions or transfers ;
 - c) on all disciplinary matters affecting a person serving under the Government of India or the Government of a State in a civil capacity;
 - d) on claims of re-imbursment of legal expenses incurred by the Government servants in defending legal proceedings instituted against them for acts done or purporting to be done on the execution of their duty;
 - e) on claims for award of pension in respects of injuries sustained by Government servants;
- (3). A Public Service Commission will advise on any other matter referred to the Commission by the Government.

The above functions are, however, subject to the limitations specified in the Regulations made under clause 3 of article 320 of the Constitution of India.

(See Para 1.2)

(Published in Sikkim Government Gazette No.2 dated 15.1.1987)

GOVERNMENT OF SIKKIM

ESTABLISHMENT DEPARTMENT

No: I(II)504/Gen/Est.

Dated: 31/12/1986.

NOTIFICATION

In exercise of the powers conferred by the proviso to clause 3 of the Article 320 of the Constitution of India and in super session of all previous orders, circulars and instructions issued from time to time on the subject including the Notification No.5 (256)5655/Gen/Est. dated 21st February, 1983, the Governor of Sikkim is pleased to make the following regulations as respects the services and posts in connection with the affairs of the State of Sikkim, specifying matters in which it shall not be necessary for the Sikkim Public Service Commission to be consulted, namely :-

1. (a) This regulation may be called the Sikkim Public Service Commission (Exemption from Consultation) Regulations, 1986.
(b) They shall come into force from the date of their publication in the Sikkim Government Gazette.
2. In these regulations unless the context otherwise requires:-
 - (a) "Commission" means the Sikkim Public Service Commission;
 - (b) "Constitution" means the Constitution of India;
 - (c) "Government" means the Government of Sikkim;
 - (d) "Governor" means the Governor of Sikkim;
 - (e) "Service" means any Civil Service and "Post" means any civil post, in connection with the affairs of the State of Sikkim.
3. It shall not be necessary to consult the Commission in regard to any of the matters mentioned in sub-clause (a) and (b) of clause 3 of the Article 320 of the Constitution in the case of services and posts specified in the Schedule of these regulations and other posts in respect which the Government shall, after consultation with the Commission, direct that appointment may be made without reference to the Commission.
4. It shall not be necessary to consult the Commission on any of the following matters, namely—

- (a) The determination of the number of vacancies to be filled in a service any particular year;
 - (b) The determination of the strength of the cadres of different services;
 - (c) The determination of the pay of Government servants on their first appointment;
 - (d) The determination of the initial pay of officers recruited by direct recruitment or by promotion;
 - (e) Transfers of Government servants to foreign services;
 - (f) Reservation of posts to backward classes to any other sector of people of the State.
5. It shall not be necessary to consult the Commission-
- (a) on matters of inter-departmental and intra-departmental transfer from one post to another in the same Service ;
 - (b) on the principles to be followed in transfers from one post to another post,
 - (c) on the suitability of candidates for transfer from one post to another in the same Service.
6. It shall not be necessary to consult the Commission with regard to the selection and appointment of a person on contract, co-terminus and consolidated (fixed) pay basis and on deputation from the Central Government or from any other State Government.
7. **Disciplinary Case:-**
- (1) It shall not be necessary to consult the commission on any disciplinary matter affecting a person serving in connection with the affairs of the State except;
- (a) Where the Government proposes to pass an original order imposing any of the following penalties on Government servant, namely.
 - (i) Censure
 - (ii) Withholding of his promotion;
 - (iii) Recovery from his pay of the whole or part of any pecuniary loss caused by him to the Government by negligence or breach of order;
 - (iv) Withholding of increments of pay;
 - (v) Reduction to a lower stage in the time scale of pay for a specified period with further directions as to whether or not the Government servant will earn increments of pay during the period of such reduction or whether on the

expiry of period, the reduction will not have the effect of postponing the future increments of his pay ;

(vii) Compulsory retirement;

(viii) Removal from service which shall not be a disqualification for future employment under the Government.

(ix) Dismissal from service which shall ordinarily be a disqualification for future employment under the government.

(b) Where the Governor proposes to pass an order on an appeal against any order made by a subordinate authority imposing any of the penalties specified in Sub-clause (a);

(c) Where the Governor proposes to pass an order overruling or modifying after consideration of any petition or memorial or otherwise, an order imposing any of the said penalties made by the Governor or by a sub-ordinate authority;

(d) Where the Governor proposes to pass an order imposing any of the said penalties in exercise of the powers of review and modification of an order under which none of the said penalties has been imposed.

(2). Nothing mentioned in clause (i) shall be deemed to make it necessary to consult the Commission in any case:-

(i) Relating to withholding of increments of a Government servant for his failure to pass any departmental examination in accordance with the rules or order governing the service which he belongs or post which he holds or the terms of his appointment.

(ii) Relating to stoppage of a Government servant at the efficiency bar in the time scale of pay on the ground of his unfitness to cross the bar;

(iii) Relating to non-promotion of a Government servant whether in a substantive or officiating capacity after consideration of his case, to a service, grade or post for promotion to which he is eligible ;

(iv) Relating to reversion of a Government servant officiating in a higher service, grade or post to a lower service, grade or post, on the ground that he is considered to be unsuitable for such higher service, grade or post or on any administrative ground unconnected with his conduct ;

(v) Relating to reversion of a Government servant appointed on probation to any other service, grade of post to his permanent service, grade of post during or at the end of the period of

probation in accordance with the terms of his appointment to the rules and orders governing such probation

(vi) Compulsory retirement of a Government servant in accordance with the provisions relating to his superannuating or retirement;

(vii) Relating to termination of the service-

(a) of a Government servant appointed on probation during or at the end of the period

(b) of his probation, in accordance with the terms of his appointment or the rules and orders of the appointing authority; or

(c) of a Government servant, employed under agreement, in accordance with the terms of such agreement;

(viii) In which the Commission has, at any previous stage given advice in regard to the order to be passed and no fresh questions has thereafter arisen for determination

(3) It shall not be necessary to consult the Commission or any memorial or petition where the Governor proposes to pass orders rejecting such memorial or petition.

(4) It shall not be necessary to consult the Commission in any case where the Governor propose to make an order of dismissal, removal or reduction in rank after being satisfied that such action is necessary in the interest of the security of the State.

By order and in the name of the Governor.

Sd/-

D.K. GAJMER

Additional Secretary to the Government,
Establishment Department

SCHEDULE
(See Regulation 3)

1. Appointment of officers and staff of the Sikkim Legislative Assembly Secretariat under Articles 187(2) of the Constitution.
2. Appointment of District Judges and promotion thereto under Article 233 & 235 of the constitution.
3. Appointment of personal staff of the Governor.
4. Appointment of Advocate General, Government Advocates, Assistant Government Advocate and Public Prosecutors.
5. Appointment of Advisor/Consultant to the Government for specific period and for specific purpose.
6. Appointment of persons in State Government Undertakings.
7. Appointment of Chairman, Members to any other adhoc or statutory body.
- *8. All appointment and promotions of persons to the post below the pay scale of Rs.5000-150-8000 excluding teachers of Human Resource Development Department.
9. Deputation from the Central Government or from any other State Government.
10. Transfers from one post to another in the same service.
- **11. All Appointment & promotion of persons in group "D" post including Drivers.
- ***12. All Appointment & promotion of persons in group "D" post including Drivers and teachers.

*** Amended vide Notification No: J(11)195/GEN/DOP (Pt-II) dt: 25.09.2009.**

****Amended vide Notification No.: J(11)35)/GEN/DOP (Part-II), dated: 16.10.15**

*****Amended vide Notification No.: 80/GEN/DOP, dated: 04.04.2016**

(See Para 1.3)
LIST OF FORMER HON'BLE CHAIRMEN/MEMBERS OF
SIKKIM PUBLIC SERVICE COMMISSION
CHAIRMAN

<u>Sl.No.</u>	<u>Name</u>	<u>Period</u>
1.	Shri K.R.K. Menon	04.01.1982 to 12.05.1986
2.	Shri Tashi Chopel, IAS (Retd)	14.08.1986 to 04.07.1991
3.	Shri R.B. Mukhia, IAS (Retd)	22.07.1991 to 30.06.1994
4.	Shri Tashi Namgyal, IPS (Retd)	01.07.1994 to 23.06.1999
5.	Miss B.M. Singh, IAS (Retd)	15.02.2000 to 14.01.2002
6.	Shri R.K. Pradhan, IPS (Retd)	01.04.2002 to 18.03.2004
7.	Shri Tsewang Dorjee Bhutia, SCS (Retd.)	04.06.2004 to 03.05.2006
8.	Shri D. Dahdul, IAS (Retd)	07.02.2007 to 04.01.2009
9.	Shri K.N. Sharma SCS (Retd.)	08.04.2010 to 07.03.2011
10.	Shri M.L. Arrawatia, Chairman IFS (Retd.)	13.05.2011 to 31.12.2013
11.	Shri O.H. Subba IPS (Retd.)	28.02.2014 to 17.01.2016
12.	Shri T.B. Rajalim	10.02.2016 to 06.11.2018
13.	Shri C.P. Tongden, (Retd.)	07.12.2018 to 27.12.2020
14.	Dr. Ram Kr. Tamang	08.01.2021 to Till date

MEMBER(s)

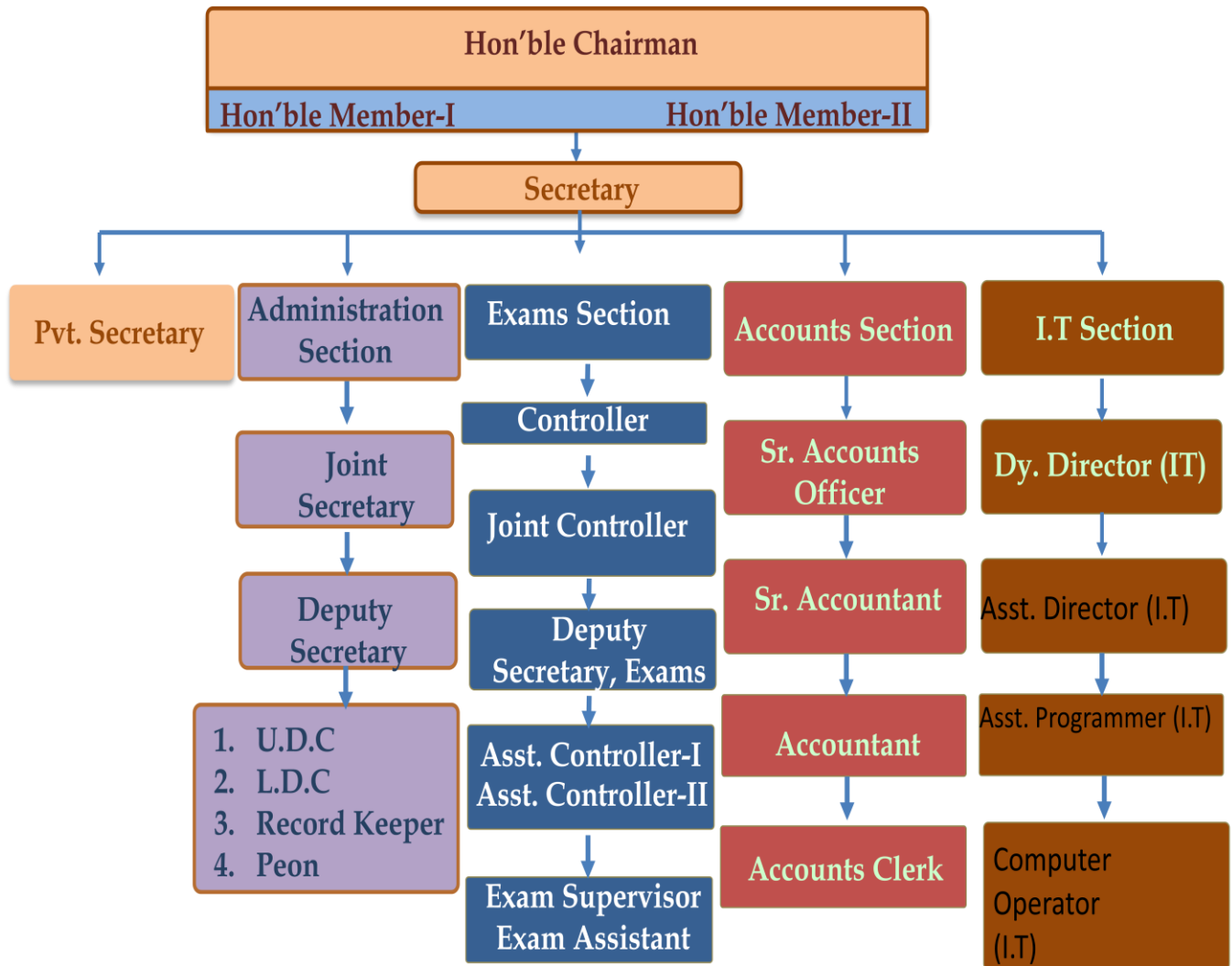
<u>Sl.No.</u>	<u>Name</u>	<u>Period</u>
1.	Shri J.K. Thapa, IAS (Retd)	12.06.1986 to 06.03.1991
2.	Shri Tashi Namgyal, IPS (Retd)	24.06.1993 to 30.06.1994
3.	Miss B.M. Singh, IAS (Retd)	15.02.1999 to 14.02.2000
4.	Shri Tsewang Dorjee Bhutia, SCS (Retd)	08.04.2002 to 03.06.2004
5.	Shri K.B. Chettri	05.06.2004 to 30.09.2007
6.	Shri K.N. Sharma, SCS (Retd)	05.11.2007 to 07.04.2010
7.	Shri Lhendup Dorjee Lepcha,(SCS) (Retd.)	03.04.2010 to 02.03.2014
8.	Shri H.K. Karki, SCS(Retd.)	13.05.2011 to 30.11.2014
9.	Shri T.B. Rajalim, SES(Retd.)	01.12.2014 to 09.02.2016
10.	Shri P.T.Euthenpa, IAS(Retd.)	09.05.2015 to 09.02.2017
11.	Shri C.P. Tongden, (Retd.)	10.02.2017 to 07.12.2018
12.	Shri T.T. Sherpa, (Retd.)	10.02.2017 to 31.12.2020
13.	Dr. Ram Kr. Tamang	12.08.2019 to 07.01.2021
14.	Shri Sonam Y. Lepcha	08.01.2021 to Till date
15.	Shri Kul Bahadur Chettri (Pant)	08.01.2021 to Till date

APPENDIX IV**STATEMENT SHOWING THE SANCTIONED & ACTUAL STRENGTH OF THE STAFF IN THE COMMISSIONS
SECRETARIAT DURING THE YEAR 2020-21**

Sl.No.	Name of the post	Scale of Pay	No. of posts sanctioned	No. of posts filled	Remarks
1	Secretary	Level -22 of Pay Matrix	1	1	
2	Additional Secretary-cum- Controller of Exams	Level-20 of Pay Matrix	1	1	
3	Joint Secretary	Level-19 of Pay Matrix	1	1	
4	Joint Controller of Exams	Level-19 of Pay Matrix	1	1	
5	Deputy Secretary	Level-17 of Pay Matrix	1	1	
6	Deputy Controller of Exams	Level-17 of Pay Matrix	1	1	
7	Deputy Director (Finance & Accounts)	Level-17 of Pay Matrix	1	0	1 vacant
8	Sr. Private Secretary	Level-17 of Pay Matrix	1	0	1 vacant
9	Under Secretary	Level-15 of Pay Matrix	1	0	1 vacant
10	Accounts Officer	As above	1	1	
11	Assistant Director (IT)	As above	1	1	
12	Asstt. Controller of Exam.	As above	2	1	1 vacant
13	Private Secretary	As above	1	1	
14	Senior Accountant	Level-14 of Pay Matrix	1	1	

15	Office Superintendent	As above	1	Nil	1 vacant
16	Examination Supervisor	As above	2	1	1 vacant
17	Programmer	As above	1	Nil	1 vacant
18	Head Assistant	Level-11 of Pay Matrix	1	0	1 vacant
19	Accountant	As above	1	1	
20	Examination Assistant	As above	4	2	2 vacant
21	Stenographer Gr.III	As Above	2	0	2 vacant
22	Upper Divisional Clerk	Level-9 of Pay Matrix	4	1	3 vacant
23	Computer Operator	Level-7 of Pay Matrix	2	1	1 vacant
24	Lower Divisional Clerk	Level-7 of Pay Matrix	7	2	5 vacant
25	Accounts Clerk	Level-7 of Pay Matrix	1	1	
26	Daftary	As above	1	1	
27	Driver	Level-6 of Pay Matrix	8	6	2 vacant
28	Peon/Chowkidar/Safaikarmachari	Level-4 of Pay Matrix	6	4	2 Vacant

APPENDIX -V





Group Photograph of Hon'ble Chairman, Member(s) and Officers & Staff of Sikkim Public Service Commission.



(Dr. Ram Kr. Tamang)
Hon'ble Chairman, SPSC



(Shri Sonam Y. Lepcha)
Hon'ble Member-I, SPSC



Shri Kul Bahadur Chettri (Pant)
Hon'ble Member-II, SPSC



(Smt. Deepa Rani Thapa)
Secretary, SPSC

(See Para 1.7)**STATEMENT SHOWING THE RECEIPT AND EXPENDITURE OF THE
COMMISSION DURING THE YEAR 2020-21****RECEIPTS****A. Head of Account – ‘0051’-SPSC****(1) Examination Fee****Application Form Fees /other receipt- 4,60,050/-****REVENUE EXPENDITURE**

Head of Account	Budget Provision		Expenditure
	Actual	Revised	
1. Salaries	Rs. 4,09,11,000/-	Rs. 3,95,14,000/-	Rs. 3,95,13,493/-
2. Wages	Rs. 3,093/-	Rs. 3,093/-	Rs. 3,091/-
3. Travel Expenses	Rs. 5,50,000/-	NIL	NIL
4. Office Expenses	Rs. 27,36,000/-	Rs. 14,22,500/-	Rs. 14,22,447/-
5. Other Charge	Rs. 1,32,00,000/-	Rs. 56,08,000/-	Rs. 56,08,000/-
6. Total	Rs. 57,40,00,093/-	Rs. 4,654,7593/-	Rs. 4,65,47,031/-



**GOVERNMENT OF SIKKIM
DEPARTMENT OF PERSONNEL, ADMINISTRATIVE REFORMS, TRAINING & PUBLIC GRIEVANCES
GANGTOK-SIKKIM**

No. 75/GEN/DOP

Dated: 12/09/2017

NOTIFICATION

In exercise of the powers conferred by the proviso to clause (3) of Article 320 of the Constitution, the Governor of Sikkim hereby makes the following regulations further to amend the Sikkim Public Service Commission (Exemption from Consultation) Regulations, 1986, namely:-

Short title and Commencement

1. (1) These regulations may be called the Sikkim Public Service Commission (Exemption from Consultation) Amendment Regulations, 2017.
(2) They shall come into force at once.

Amendment of Schedule

2. In the Sikkim Public Service Commission (Exemption from Consultation) Regulations, 1986, for the existing Schedule, the following "SCHEDULE" shall be substituted, Namely:-
"SCHEDULE
(See Regulation 3)
1. Appointment of Officers and staff of the Sikkim Legislative Assembly Secretariat under Article 187(2) of the Constitution.
2. Appointment of District Judges and promotion thereto under Article 233 and 235 of the Constitution.
3. Appointment of personal staff of the Governor.
4. Appointment of Advocate General, Government Advocates, Assistant Government Advocates and Public Prosecutors.
5. Appointment of Advisor/ Consultant to the Government for specific period and for specific purpose.
6. Appointments of persons in the State Government Undertakings.
7. Appointment of Chairman, Members to any Statutory Body, Tribunal, Commission, Committee and any other ad-hoc or Statutory Body.
8.(a) All appointments and promotions of persons in Group 'D' posts including Drivers, recruitment of Teachers, Principals of Senior Secondary Schools and Headmaster of Secondary Schools and Police Personnel below the rank of Sub-Inspector in Sikkim Police.
(b) Promotion in the Group "C" post from grade pay of Rs. 2300/- to Rs. 4600/-."

Sd/-

(Surekha Pradhan) Mrs.

**ADDITIONAL SECRETARY TO THE GOVERNMENT
DEPTT. OF PERSONNEL, ADM. REFORMS, TRAINING & PUBLIC GRIEVANCES**

Memo.No.1800-02/GEN/DOP

Dated: 12/09/2017

Copy for information to:-

1. All Secretaries / Head of Department
2. Secretary, SPSC.
3. Additional Secretary, Home Deptt. for publication in the Gazette,
4. File and
5. Guard file.

APPENDIX- VIII

NUMBER OF PROPOSALS CONSIDERED AND RECOMMENDED BY DPC w.e.f. 01.04.20 to 31.03.21

SIKKIM PUBLIC SERVICE COMMISSION (GAZETTED POSTS)

Sl.No.	Name of Department/Service	Name of Post	Pay Band & Grade Pay	No. of vacant post	No. of candidates	No. of candidates recommended	Remarks
1	Sikkim State Civil Engineering Service	Principal Chief Engineer (Civil)	Level 22 of Pay Matrix	1	1	1	
		Principal Chief Engineer	Level 22 of Pay Matrix	5	5	5	
		Additional Chief Engineer (Mech.)	Level 22 of Pay Matrix	6	6	6	
		Chief Engineer (Civil)	Level 21 of Pay Matrix	5	5	5	
		Chief Engineer (Civil)	Level 21 of Pay Matrix	1	1	1	
		Additional Chief Engineer (Civil)	Level 20 of Pay Matrix	5	5	5	
		Superintending Engineer	Level 19 of Pay Matrix	5	5	5	
2	Sikkim State Excise Service	Commissioner	Level 22 of Pay Matrix	1	1	1	
		Deputy Commissioner	Level 17 of Pay Matrix	1	1	2	
		Assistant Commissioner	Level 15 of Pay Matrix	4	4	4	
3	Sikkim State Police Service	Dy. Inspector General of Police	Level 21 of Pay Matrix	1	1	1	
		Additional Superintendent of Police	Level 17 of Pay Matrix	2	2	2	

		Deputy Superintendent of Police	Level 16 of Pay Matrix	7	7	7	
4	Sikkim State Civil Service	Secretary	Level 22 of Pay Matrix	6	6	6	
		Additional Secretary	Level-20 of Pay Matrix	24	24	24	
		Deputy Secretary	Level 17 of Pay Matrix	6	6	6	
5	Sikkim State Health Service	Chief Consultant (Dental)	Level 21 of Pay Matrix	1	1	1	
		Chief Consultant (Specialist Wing)	Level 21 of Pay Matrix	1	1	1	
		Chief Consultant (Dental Wing)	Level 21 of Pay Matrix	1	1	1	
		Director (GDMO Wing)	Level 21 of Pay Matrix	8	8	8	
		Supertime Grade-II (Ex-Cadre)	Level 21 of Pay Matrix	1	1	1	
		Chief Consultant (Dental Wing)	Level 21 of Pay Matrix	1	1	1	
		Add. Director/Consultant Grade-I (Dental)	Level 20 of Pay Matrix	7	7	7	
		Add. Director (GDMO wing)	Level 20 of Pay Matrix	7	7	7	
		Selection Grade II (Dental Wing)	Level 19 of Pay Matrix	3	3	3	
		Chief Amji	Level 19 of Pay Matrix	1	1	1	
		Specialist	Level 17 of Pay Matrix	1	1	1	
6	Forest Department	Chief Scientific Officer (State Pollution Control Board)	Level 19 of Pay Matrix	1	1	1	

		Joint Director	Level 19 of Pay Matrix	2	2	1	one post kept in sealed cover
		Assistant Director (Sericulture)	Level 15 of Pay Matrix	1	1	1	
7	Sikkim State Electrical Engineering Service	Principal Chief Engineer (Electrical)	Level 22 of Pay Matrix	1	1	1	
		Chief Engineer (Electrical)	Level 21 of Pay Matrix	1	1	1	
		Chief Engineer (Electrical)	Level 21 of Pay Matrix	1	1	1	
		Additional Chief Engineer (Elect.)	Level 20 of Pay Matrix	10	10	8	2 post kept in sealed cover
		Additional Chief Engineer (Elect.)	Level 20 of Pay Matrix	1	1	1	
		Additional Chief Engineer (Electrical)	Level 20 of Pay Matrix	1	1	1	
		Superintending Engineer (Electrical)	Level 19 of Pay Matrix	15	15	14	one post kept in sealed cover
		Superintending Engineer (Electrical)	Level 19 of Pay Matrix	2	2	2	
		Superintending Engineer (Electrical)	Level 19 of Pay Matrix	1	1	1	
8	Sikkim State Animal Husbandry & Veterinary Service	Principal Director	Level 22 of Pay Matrix	1	1	1	
		Principal Director	Level 22 of Pay Matrix	1	1	1	
		Additional Director	Level 20 of Pay Matrix	2	2	2	
9	Sikkim State General Service	Joint Director	Level 19 of Pay Matrix	1	1	1	
		Deputy Director	Level 17 of Pay Matrix	9	7	7	incomplete documents in both cases, Committee decided not to take up their cases

		Assistant Director	Level 15 of Pay Matrix	6	6	6	
10	Sikkim State Draughtsman, Planning Assistant, Planning Officer Recruitment Service	Draughting Officer	Level 15 of Pay Matrix	11	11	11	
11	Sikkim State Finance & Accounts Service	Principal Director	Level 22 of Pay Matrix	1	1	1	
		Principal Director (Accounts)	Level 22 of Pay Matrix	1	1	1	
		Director (Accounts)	Level 21 of Pay Matrix	1	1	1	
		Director	Level 21 of Pay Matrix	1	1	1	
		Director	Level 21 of Pay Matrix	1	1	1	
		Additional Director (Accounts)	Level 20 of Pay Matrix	1	1	1	
		Chief Accounts Officer	Level 19 of Pay Matrix	1	1	1	
12	Sikkim State Mines & Geology Service	Additional Director	Level 20 of Pay Matrix	2	2	2	
13	Sikkim State Sports & Youth Affairs Service	Additional Director	Level 20 of Pay Matrix	1	1	1	
14	Sikkim Govt. College of Nursing	Selection Grade II	Level 18 of Pay Matrix	1	1	1	
		Senior Grade	Level 16 of Pay Matrix	3	3	3	
		Assistant Nursing Superintendent	Level 15 of Pay Matrix	14	14	14	
15	Sikkim Stenographer's Service	Senior Private Secretary	Level 17 of Pay Matrix	1	1	1	
		Senior Private Secretary	Level 17 of Pay Matrix	5	5	5	
		Private Secretary	Level 15 of Pay Matrix	16	16	16	

16	Sikkim State Handicraft and Handloom Service	Joint Director	Level 19 of Pay Matrix	2	2	2	
		Deputy Director	Level 17 of Pay Matrix	11	11	11	
17	Sikkim State Education Service	Additional Director	Level 20 of Pay Matrix	7	7	7	
18	Social Justice and Welfare Department	Social Welfare Officer	Level 15 of Pay Matrix	1	1	1	
19	Sikkim State Architect Service	Chief Architect	Level 21 of Pay Matrix	1	1	1	
20	Sikkim State Para Medical Service	Additional Director (Nutrition)	Level 20 of Pay Matrix	1	1	1	
		Chief Food Inspector	Level 19 of Pay Matrix	1	1	1	
		Joint Director (Nutrition)	Level 19 of Pay Matrix	1	1	1	
		Deputy Director (Health Education)	Level 17 of Pay Matrix	1	1	1	
		Chief Drug Inspector	Level 17 of Pay Matrix	1	1	1	
		Senior Dietician	Level 17 of Pay Matrix	2	2	2	
		Child Development Project Officer (CDPO)	Level 15 of Pay Matrix	1	1	1	
		Community Health Officer	Level 15 of Pay Matrix	10	10	8	one retired and one absent in interview
		Community Health Officer	Level 15 of Pay Matrix	2	2	2	
21	Sikkim State Revenue Service	Joint Commissioner	Level 19 of Pay Matrix	1	1	1	
22	Sikkim State Motor Vehicle Service	Regional Transport Officer	Level 19 of Pay Matrix	1	1	1	
23	Sikkim State Cooperative Service	Registrar	Level 21 of Pay Matrix	1	1	1	
		Additional Registrar	Level 20 of Pay Matrix	1	1	1	

		Joint Registrar	Level 19 of Pay Matrix	11	11	11	
		Senior Cooperative Audit Officer	Level 17 of Pay Matrix	1	1	1	
24	Sikkim State Fisheries Service	Joint Director	Level 19 of Pay Matrix	1	1	1	
25	Sikkim State Agriculture Service	Director	Level 21 of Pay Matrix	3	3	3	
		Additional Director	Level 20 of Pay Matrix	7	7	5	one post kept in sealed cover & one case could not be taken up due to incomplete documents
		Deputy Director	Level 17 of Pay Matrix	2	2	2	
26	Sikkim State Statistical Service	Additional Director	Level 20 of Pay Matrix	3	3	3	
		Joint Director	Level 19 of Pay Matrix	2	2	2	
27	Sikkim State Information Technology Service	Joint Director	Level 19 of Pay Matrix	1	1	1	
28	Sikkim State Land Revenue Service	Revenue Office-cum-AD	Level 15 of Pay Matrix	3	3	3	
29	Disaster Risk Management under Land Revenue & Disaster Management Department	Deputy Director (Isolated)	Level 17 of Pay Matrix	4	4	4	
30	Sikkim State Legal Service	Deputy Legal Officer	Level 17 of Pay Matrix	5	5	5	

**RECRUITMENT DONE THROUGH WRITTEN EXAMINATION/INTERVIEW DURING THE YEAR 2020-
21(GAZETTED)**

Sl. No.	Name of Department/Service	Name of Posts	No. Of Vacant Post	No. Of Candidates Applied	No. Of Candidates appeared in Written Examination	No. Of candidate called for Interview	No. Of Candidates Recommended	Remarks
1	Sikkim State AYUSH Service	Medical Officer AYUSH (Ayurveda)	2	4	3	2	1	01 post has been carried forward
		Medical Officer AYUSH (Homeopathy)	5	6	6	5	3	02 posts has been carried forward
		Medical Officer AYUSH (Amchi)	2	1	1	1	1	01 post has been carried forward
2	Sikkim State Health Service	General Duty Medical Officer (Junior Grade)	40	145	N/A	128	40	
3	Human Resource Development Department	Assistant Professor (Buddhist Philosophy)	2	17	4	4	2	
		Assistant Professor (Nyingma Philosophy)	2	12	6	6	2	
		Assistant Professor (Buddhist Astrology)	1	7	3	1	1	

**RECRUITMENT DONE THROUGH WRITTEN EXAMINATION/INTERVIEW DURING THE YEAR 2020-21
(NON GAZETTED)**

Sl. No.	Name of Department/Service	Name of Posts	No. Of Vacant Post	No. Of Candidates Applied	No. Of Candidates appeared in Written Examination	No. Of candidate called for Interview	No. Of Candidates Recommended	Remarks
1	Sikkim State Subordinate Para- Medical Service under Health & Family Welfare Department	Drug Inspector	2	91	74	6	2	
		Ward Master	4	27	8	6	3	01 post has been carried forward
		Medical Record Technician	9	20	10	9	5	04 posts has been carried forward
		Nutrition Educator Cum Inspector	5	29	11	11	5	
		Junior Dietician	6	33	10	10	5	01 post has been carried forward
		Haemodialysis Technician	10	35	24	10	6	04 posts has been carried forward
		Operation Theatre Technician	20	65	31	31	16	04 posts has been carried forward
		Emergency Trauma Technician	10	23	16	15	7	03 posts has been carried forward
		Sanitary Inspector	3	48	9	7	3	
		Counsellor	4	46	15	10	4	
		Junior Clinical Psychologist	3	30	8	4	2	01 post has been carried forward
		Optometrist	5	51	20	13	5	
		Laboratory Technician	48	240	168	112	45	03 posts has been carried forward
		Ophthalmic Technician	17	52	23	21	16	01 post has been carried forward
		ECG Technician	8	34	10	10	7	01 post has been carried forward
		Junior Physiotherapists	9	117	82	22	8	01 post has been carried forward

APPENDIX- XI**NUMBER OF PROPOSALS CONSIDERED AND RECOMMENDED BY DPC THROUGH INTERVIEW DURING THE YEAR 2020-21
(GAZETTED POSTS)**

Sl. No.	Name of Department/Service	Name of Post	Pay Matrix	No. of vacant post	No. of candidates	No. of candidates recommended
1	Sikkim State Finance & Accounts Service	Accounts Officer	Level 15 of Pay Matrix	10	10	10
2	Sikkim State Agriculture Service	WDO/ADO/HDO	Level 15 of Pay Matrix	1	1	1
3	Sikkim State Nursing Service	Assistant Nursing Superintendent	Level 15 of Pay Matrix	2	2	2
4	Sikkim State General Service	Assistant Director	Level 15 of Pay Matrix	2	2	2
5	Sikkim State Civil Service	Under Secretary	Level 15 of Pay Matrix	17	16	16
		Under Secretary	Level 15 of Pay Matrix	1	1	1

APPENDIX-XII**NUMBER OF PROPOSALS CONSIDERED AND RECOMMENDED BY DPC THROUGH ABSORPTION/INDUCTION w.e.f.
01.04.2020 to 31.03.2021****(GAZETTED POSTS)**

Sl. No.	Name of Department/Service	Name of Post	Pay Band & Grade Pay	No. of vacant post	No. of candidates	No. of candidates recommended
1	Sikkim State Health Service (Specialist Wing)	Specialist	Level 17 of Pay Matrix	1	1	1
2	Sikkim State General Service	Assistant Director	Level 15 of Pay Matrix	1	1	1

APPENDIX-XIII**DISCIPLINARY CASES DURING THE YEAR 2020-21 (GAZETTED/NON GAZETTED POSTS)**
SIKKIM PUBLIC SERVICE COMMISSION

SL. no.	NAME OF DEPARTMENT / SERVICE	COMMENTS/ADVICE
1	Rural Development Department	The Commission has endorsed the minor penalty of “ Withholding of one annual increment which shall have no effect of postponing of his future increment” proposed by the Disciplinary Authority in terms of Rule 3 (iv) of Sikkim Government Servants’ (Discipline & Appeal) Rules, 1985 vide letter no: 896/SPSC/5(198)2019 dated: 27/05/2020
2	Education Department	The Commission has endorsed the major penalty of “Compulsory Retirement” proposed by the Disciplinary Authority in terms of Rule 3 (vii) of Sikkim Government Servants’ (Discipline & Appeal) Rules, 1985 vide letter no: 948/SPSC/5(196)/2019 dated: 24/06/2020
3	Education Department	The Commission has endorsed the major penalty of “Compulsory Retirement” proposed by the Disciplinary Authority in terms of Rule 3 (vii) of Sikkim Government Servants’ (Discipline & Appeal) Rules, 1985 vide letter no:1503/SPSC/5(200)2018 dated: 08/12/2020
4	Rural Development Department	The Commission has endorsed the penalties proposed by the Disciplinary Authority vide letter no: 1704/SPSC/5(201)2020 dated: 23/03/2021

APPENDIX-XIV**NUMBER OF RIGHT TO INFORMATION (R.T.I) CASES RECEIVED DURING 2020-2021**
SIKKIM PUBLIC SERVICE COMMISSION

Sl.No	Number of Applications received	Number of cases disposed	Number of cases pending
1	14	14	0

APPENDIX - XV**UNION PUBLIC SERVICE COMMISSION EXAMINATION CONDUCTED DURING THE YEAR 2020-2021**

Sl.No.	Name of Examination	Date of examination	No. of candidates registered	No. of candidates present	Remarks
1.	National Defense Academy & Naval Academy Examination (I) & (II) 2020	06/09/2020	1074	278	
2.	Civil Services (Preliminary) Examination, 2020	04/10/2020	690	303	
3.	Computer Based Combined Medical Services Examination, 2020	22/10/2020	25	10	
4.	Combined Defense Services Examination (II) 2020	08/11/2020	756	357	
5.	Central Armed Police Forces (A.C.) Examination 2020	20/12/2020	851	208	
6.	Combined Defense Services Examination (I) 2021	07/02/2021	864	409	

APPENDIX - XVI

APPENDIX-V GOVERNMENT OF SIKKIM ESTABLISHMENT DEPARTMENT

NO. 5733/GEN/EST.

DATED :GANGTOK THE 10.02.1987

OFFICE MEMORANDUM

Subject: Instruction regarding procedure to be followed in sending proposal for recruitment/appointment/promotion to various service of posts, disciplinary matter etc. to Sikkim Public Service Commission.

1. The questions of strengthening the Sikkim Public Service Commission and providing necessary infrastructure to them for effective functioning in accordance with articles 320 of the Constitution of India has been engaging the attention of Govt. for sometime consulted on all matter enumerated in article 320 of the Constitution of India. The Govt. of Sikkim have accordingly issued the Sikkim Public Service Commission (Exemption from Consultation) Regulation, 1986 vide Notification No.J(lI)504/Gen/Est. dated: 31/12/86, a copy of which is enclosed for ready reference. The Notification is published in the extra-ordinary gazette No.2 of 15.1.87.

2. In accordance with the constitutional provision in this regard the Commission have to be consulted on all matters mentioned in Annexure (A) to this Office Memorandum. With regard to the matters service or posts mentioned In Annexure 'B' to this office Memorandum the S.P.S.C need not to be consulted.

3. All reference to the Sikkim Public Service Commission including proposal regarding the matter mentioned in Annexure 'A' will be forwarded to the Secretary, Sikkim Public Service Commission by the Cadre controlling authority/department in a self contained letter giving all relevant information data/together with enclosures, where necessary, in accordance with the procedure outlined in Annexure 'C' to this office

Memorandum. If a proposal is incomplete or defective it will entail unnecessary correspondence and disposals by the Commission, it is absolutely necessary that the proposal should be completed in all respect and is forwarded to the Commission in accordance with the procedure laid down in Annexure 'C'.

4. This instructions supersede all instructions issued earlier on the subject including those contained in Establishment Department Circular No. 5(266) Est.82/1 Dated : 8.10.82.

Sd/-
Deputy Secretary to the Government of Sikkim,
Establishment Department

ANNEXURE - 'A'

MATTERS IN WHICH SIKKIM PUBLIC SERVICE COMMISSION SHOULD BE CONSULTED SUBJECT TO ANNEXURE -'B'

1. On all matters relating to methods of recruitment to civil services and for civil posts.
2. On the principles to be followed in making appointments to civil services and posts and in making promotions and transfers from one service to another and on the suitability of candidates for such appointments, promotion or transfers.
3. On all disciplinary matters affecting a person who is serving under the Government of the State in a civil capacity Including memorials or petitions relating to such matters.
4. On any claim by or in respect a person who is serving or has served under the Government of the State in a civil capacity, that any costs incurred by him in defending legal proceedings instituted against him in respect of acts done or purporting to be done in the execution of his duty should be paid out to the Consolidated fund of the State.
5. On any claim for the award of the pension in respect of injuries sustained by a person while serving under the Government of the State in civil capacity, and any questions as the amounts of any such award.
6. On any matter which the Government may desire that Sikkim Public Service Commission should be consulted.

ANNEXURE 'B'

MATTERS IN WHICH SIKKIM PUBLIC SERVICE COMMISSION NEED NOT BE CONSULTED VIDE SCHEDULE
APPENDED TO THE SIKKIM PUBLIC SERVICE COMMISSION (EXEMPTION FROM CONSULTATION)
REGULATIONS, 1986.

1. Appointment of officers and staff of the Sikkim Legislative Assembly Secretariat under Article 187(2) of the Constitution
2. Appointment of District Judges and promotion thereto under Article 233 & 235 of the Constitution.
3. Appointment of personal staff of the Governor.
4. Appointment of Advocate General, Government Advocates, Assistant Government Advocate and Public Prosecutors.
5. Appointment of Advisors/Consultant to the Government for specific period and for specific purpose.
6. Appointment of persons in State Government Undertakings.
7. Appointment of Chairman, Members to any other adhoc or statutory body.
8. All appointment of persons to non-gazetted posts.
9. Selection and appointment of persons on contract, Co-terminus and Consolidated (fixed) pay basis.
10. Deputation from the Central Government or from any other State Government.
11. Transfers from one post to another in the same service.

ANNEXURE 'C'

(Refer para 3 of the O.M. No. 5733/Gen/Est.

Dated : 10/2/87

1. Procedure for sending proposals to the Sikkim Public Service Commission in respect to organized Services of the State i.e. for which Recruitment Rules exist.

- | | |
|--|--|
| (i) <i>Recruitment Rules</i> | The Cadre Controlling authority/department of service should see whether the Recruitment Rules for the Service have been framed. If not, draft Recruitment Rules should be sent to the Commission for their consideration and advice. After obtaining clearance/advice from the Commission, the recruitment Rules should be notified in the State Gazette by the Establishment Department. |
| (ii) <i>Determination of the no. of posts in each service.</i> | The total strength of the Cadre (no. of permanent and temporary posts in a service) should be determined by the Cadre controlling authority. Proposals for appointment against vacant posts only in accordance with the Recruitment Rules should be forwarded to the Commission in the format prescribed by the Commission. |
| (iii) <i>Departmental Promotions</i> | <p>All proposals for departmental promotions in a Service from lower grade to the next higher grade should contain the following information Documents.</p> <ul style="list-style-type: none">(a) No. of posts (with scale of pay) available for promotion.(b) A complete, up-to-date seniority list of eligible persons in the lower grade (with scale of pay) from which promotions are to be made;(c) Up-to-date Confidential Reports for the last five consecutive years of the Persons eligible for promotion.(d) A Clearance certificate from vigilance angle in respect of eligible persons. |
| (iv) <i>Direct Recruitment</i> | (a) Through a Competitive Exam. A proposal for holding a competitive examination for filling estimated vacancies in a Cadre Service should contain the following information documents:- |

N.B. All proposals for promotions should be marked "Confidential" and sent to the Secretary, SPSC in a sealed Cover.

**PROFORMA FOR FORWARDING DISCIPLINARY CASE TO THE STATE PUBLICSERVICE
COMMISSION**

PART I : SERVICE AND RELATED PARTICULARS

1. Name of charged officer and the service on which borne
2. (i) Whether temporary permanent/officiating contract service
(ii) If confirmed, date of confirmation
3. Post held substantively if in permanent service
 - (a) Designation
 - (b) Scale of pay (indicating state, EB etc.)
 - (c) Pay drawn
 - (d) Date from which pay shown against (C) drawn
 - (e) Date of next Increment
4. Post held at present
 - (a) Designation
 - (b) Scale of pay (indicating stages, EB etc.)
 - (c) Pay drawn
 - (d) Date from which pay shown against (C) drawn
 - (e) Date of next increment.
5. The next lower post along with pay scale/grade, the officer would have held but for his appointment to the present post he is holding.
6. Date of birth
7. Date of joining Government service
 - (vi) All matters relating to fixation of seniority of officers in a service should be settled on the basis of establishment principles of merit in a selection, date of appointment in the grade and in cases where all other things are equal, seniority in age.

In case of doubts, Commission's advice should be obtained by giving following information.

 - (a) An up-to-date seniority list of the officers in the service duty authenticated by the Head of the department. The list should contain the information relating to date of appointment to the grade, qualifications, date of appointment to the next higher grade, reason for suppression, if any.
 - (b) Copy of seniority rules, if any.
 - (c) Principles adopted by the Department in preparing the seniority list.
 - (d) Any other relevant information.

- (i) Name of post:
- (ii) Scale of pay:
- (iii) No. of vacancies to be filled:
- (iv) A copy of the Recruitment Rules:
- (v) Job requirements of the posts:
- (vi) Subjects prescribed for the exam:
- (vii) Estimated time by which the vacancies are required to be filled:

(b) Through Selection Information on points.

(i) to (v) mentioned in (a) above along with other relevant information in the prescribed form of requisition.

(v) *Disciplinary matters*

In all disciplinary cases the following information/documents should be sent to the Commission as per proforma shown in Appendix I.

N.B. All communication relating to Disciplinary cases should be marked **SECRET** and sent to the Secretary by name in sealed covers giving list of all the documents/files enclosed therewith.

8. Due date of retirement or actual date of retirement, if already retired.

9. (a) Amount of monthly pension admissible/sanctioned.

- (b) (i) Amount of gratuity admissible
- (ii) Amount of gratuity sanctioned.

This information is required only in respect of case of recovery from or withholding of pensionary benefits.

10. (a) Appointment authority in respect of the post held at present, or the authority which actually appointed the person if that authority is higher.

(b) Authority competent to impose the penalty in respect of the posts held at present.

(c) Appellate authority in respect of the post held at present.

11. Whether an oral inquiry, if required under the rules, has been held.

12. Name and designation of the Inquiry officer, appointed, if any.