



**GOVERNMENT OF SIKKIM  
DEPARTMENT OF PERSONNEL  
TASHILING SECRETARIAT  
GANGTOK-737101**

**NO. 48/GEN/DOP**

**Dated: 25.04.2025**

**NOTIFICATION**

In exercise of the powers conferred by the proviso to Article 309 of the Constitution, the Governor of Sikkim is hereby pleased to make the following rules regulating the method of recruitment to the various State Services namely: -

- (i) Under Secretary in Level 15 of Pay Matrix in the Sikkim State Civil Service
- (ii) Accounts Officer in Level 15 of Pay Matrix in the Sikkim Finance & Accounts Service

**1. Short title and commencement:**

- (i) These rules may be called the Sikkim Services (Combined Recruitment) Examination Rules, 2025.
- (ii) They shall be deemed to have come into force with effect from the date of publication of employment notice by the Sikkim Public Service Commission.

**2. Definition:**

In these Rules, unless there is anything repugnant to the subject of context: -

- (i) "Governor" means the Governor of Sikkim.
- (ii) "Government" means the State Government of Sikkim.
- (iii) "Commission" means the Sikkim Public Service Commission.
- (iv) "Examination" means The Sikkim Services (Combined Recruitment) Examination 2025
- (v) "Preliminary Examination" means the first stage in the Sikkim Services (Combined Recruitment) Examination conducted by the Commission for screening of candidates for the Main Examination.
- (vi) "Main Examination" means the second stage in the Sikkim Services (Combined Recruitment) Examination conducted by the Commission for
- (vii) screening of candidates which includes a written examination and a personality test-Interview.

- (viii) "Personality Test-Interview" is a part of main examination which includes Viva-Voce and such other course of action to determine the personality and suitability of candidates for recruitment to the services.
- (ix) "Posts" means the posts for which open competitive examination is conducted by the Commission under the category of services detailed at Appendix II.
- (x) "Services" means various categories of services detailed in Appendix II.

### **3. Group of Services:**

- (i) The Sikkim Services (Combined Recruitment) Examination shall be held for recruitment to posts in the Junior Grade of each of the services as detailed in Appendix II of these rules. Provided that the Government at its discretion may include any service/post in Appendix II for regulating direct recruitment to that service/post or exclude any service/post from the purview of this rule by notification.

### **4. Holding of Examination:**

- (i) The Department of Personnel shall intimate vacancy position to the Commission in each services/Group of Services indicating the posts reserved for candidates of various communities including horizontal reservation and for Persons with Benchmark Disabilities.
- (ii) The Commission shall on receipt of the intimation invite applications from the eligible candidates to appear in the examination.
- (iii) The Commission shall conduct the Sikkim Services (Combined Recruitment) Examination in accordance to the plan of examination as detailed in Appendix I of these rules.
- (iv) The Commission, at its discretion, shall devise all such methods, modalities, formats and guidelines as may be necessary for conduct of the Sikkim Services (Combined Recruitment) Examination in accordance to these rules.

### **5. Vacancies and Reservation:**

- (i) The number of vacancies to be filled up through the Sikkim Services (Combined Recruitment) Examination will be specified in the Examination Notice issued by the Commission.
- (ii) Reservation will be made for candidates of various communities including horizontal reservation and for Persons with benchmark Disabilities in

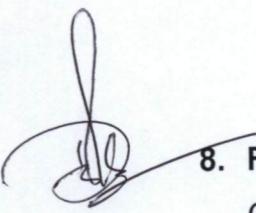
accordance to the reservation policy of the Government as per Notification No: M (14)/133/GEN/DOP dated 20.11.2018.

**6. Age:**

- (i) A candidate must fulfill the lower and upper age limit criteria as prescribed in the relevant recruitment rules of the service to which the recruitment is being made.
- (ii) The age limit prescribed can in no case be relaxed.
- (iii) The Date of Birth accepted by the Commission shall be the Date of Birth entered in the Birth Certificate or Secondary School Leaving Certificate. No other documents related to age like affidavits, birth extracts from municipal corporations/panchayats, horoscopes and the like will be accepted.
- (iv) The date of birth as recorded in the Birth Certificate or Secondary School Leaving Certificate as mentioned in Rule 6 (iii) above will be accepted by the Commission and no subsequent request for its change will be considered or granted.

**7. Educational Qualification and Eligibility conditions:**

- (i) On the date of submission of application, the candidate must fulfil the required educational qualification as per the relevant recruitment rules of the service to which recruitment is being made.
- (ii) The Commission shall indicate the eligibility conditions and the required educational qualification in the respective notice for the recruitment/examination.
- (iii) Candidates applying to and appearing for the Sikkim Services (Combined Recruitment) Examination shall be a person in whose favour a Sikkim Subject Certificate or Certificate of Identification has been issued by the competent authority.



**8. Fees:**

Candidates must pay fees as prescribed by the Commission.

**9. Medium of Examination:**

The medium of examination shall be English for all posts in all stages viz. the Preliminary and the Main Examination.

## 10. In-Service Candidates:


All candidates in Government service, whether in a permanent or temporary capacity or as work-charged employee (other than those on casual or daily wages basis) or those serving under Public Sector Undertakings or autonomous

bodies will be required to submit a "No Objection Certificate" from their employer/department as the case may be.

## 11. Fulfilling Eligibility Conditions:

- (i) All candidates applying for the Sikkim Services (Combined Recruitment) Examination should ensure that they fulfill all eligibility conditions for admission to the Examination. Their admission at all the stages of Examination for which they are admitted by the Commission will be purely provisional, subject to their satisfying the prescribed eligibility conditions. If on verification at any time, before or after the examination, it is found that they do not fulfill any of the eligibility conditions, their candidature for the examination will be cancelled by the Commission. The decision of the Commission as to the eligibility or otherwise of a candidate for admission to the examination shall be final.
- (ii) A candidate must be in good mental and bodily health and free from any physical limitation likely to interfere with the discharge of duties as an officer of the Service. A candidate, who after such medical examination as the Government may prescribe, is not found to satisfy these requirements will not be appointed.
- (iii) The candidature of a candidate is further subject to verification of character and antecedents by the competent authority.

## 12. Disqualification

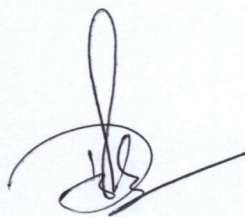
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- (i) Any attempt on the part of the candidate to solicit support for his candidature, by any means, shall be held by the Commission to be a reasonable ground for disqualification from the examination at any stage;
  - (ii) No person, having a spouse living entered into or contracted marriage with another person, or, no person, who has entered into marriage with a person having a spouse living shall be eligible to appear in the examination.

Provided that, the State Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the

other party to the marriage and there are other grounds for doing so, exempt any person from the operation of this rule.

### 13. Penalty:

- (i) A candidate who is or has been declared by the Commission to be guilty of: -
  - (a) obtaining support for candidature by the following means, namely:
    - (i) offering illegal gratification to; or
    - (ii) applying pressure on; or
    - (iii) blackmailing, or threatening to blackmail any person connected with the conduct of the examination; or
  - (b) impersonation; or
  - (c) procuring impersonation by any person; or
  - (d) submitting fabricated/incorrect documents or documents which have been tampered with; or
  - (e) uploading irrelevant or incorrect photo/signature in the application form in place of actual photo/signature; or
  - (f) making statements which are incorrect or false or suppressing material information; or
  - (g) resorting to the following means in connection with the candidature for the examination, namely;
    - (i) obtaining copy of question paper through improper means; or
    - (ii) finding out the particulars of the persons connected with secret work relating to the examination; or
    - (iii) influencing the examiners; or
  - (h) being in possession of or using unfair means during the examination; or
  - (i) writing obscene matter or drawing obscene sketches or irrelevant matter in the scripts; or
  - (j) misbehaving in the examination hall including tearing of the scripts provoking fellow examinees to boycott the examination, creating a disorderly scene and the like; or
  - (k) harassing, threatening or causing bodily harm to the staff employed by the Commission for the conduct of the examination; or

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- (l) being in possession of or using any mobile phone (even in switched-off mode), pager or any electronic equipment or programmable device or storage media like pen drive, smart watches etc. or camera or

Bluetooth devices or any other equipment or related accessories (either in working or switched-off mode) capable of being used as a communication device during the examination; or

- (m) violating any of the instructions issued to candidates along with their admission certificates permitting them to take the examination; or

- (n) attempting to commit or, as the case may be, abetting the commission of all or any of the acts specified in the foregoing clauses;

in addition to being liable to criminal prosecution, shall be disqualified by the Commission from the Examination held under these Rules; and/or shall be liable to be debarred either permanently or for a specified period: -

- (i) by the Commission, from any examination or selection held by them;

- (ii) by the State Government from any employment under them; and shall be liable to face disciplinary action under the appropriate rules if already in service under Government;

Provided that no penalty under this rule shall be imposed except after:

- (i) giving the candidate an opportunity of making such representation in writing as the candidates may wish to make on that behalf; and

- (ii) taking the representation, if any, submitted by the candidate within the periods allowed for this purpose, into consideration.

(2) any person who is found by the Commission to be guilty of colluding with a candidate(s) in committing or abetting the Commission of any of the misdeeds listed at the clauses (a) to (n) above shall also be liable to action in terms of penal provisions listed in clause (1) of the Rule 13 above.

#### **14. Application forms:**

The Commission shall publish notice for examinations and shall devise application formats as per requirements. A candidate shall submit the filled-in-application online within the prescribed time.

#### **15. Admission Certificate:**

No candidate will be admitted to the preliminary/main examination or any other stages of examination unless he/she holds a valid certificate of admission for the examination.

#### **16. Preference of posts/services on appointment:**

- (i) Before commencement of the Main Examination the candidate shall be required to mandatorily indicate the name of posts/services in order of preference for which the candidate is interested to be appointed to in case of eventual selection.
- (ii) No change in the order of preference for services/posts, once submitted by the candidate, shall be permitted.
- (iii) Provided that in cases where the preference exercised by the candidates become unworkable either due to the number of candidates giving preference for a particular post/service being more than the number of vacancies or the candidate although having been qualified could not be allotted a particular service due to the existing reservation pattern, or any other reasons, the Commission shall have the right to allot a candidate to any service irrespective of any preference given by him/her.

#### **17. Appearance in the Examination and Minimum Qualifying Marks**

- (i). Candidates who have been declared eligible by the Commission shall be required to appear in the Preliminary Examination.
- (ii). Candidates who obtain such qualifying marks (as may be fixed by the Commission at their discretion) in the Preliminary Examination shall be admitted to the Main Examination in the ratio of 1:20 wherever applicable.
- iii) Candidates who obtain such qualifying marks in the Main (written) Examination (as may be fixed by the Commission at their discretion) shall be admitted to the Personality Test – Interview in the ratio of 1:5 wherever applicable.

## **18. Declaration of Results:**

(i). After the Personality Test – Interview, the names of candidates will be arranged in the order of merit, post-wise/ service-wise by the Commission.

(ii). The form and manner of communication of the results of the examination to individual candidates shall be decided by the Commission at their discretion and the Commission will not enter into correspondence with candidates regarding the results.

## **19. Allotment:**

Candidates declared successful by the Commission shall be allotted to those services up to the number of vacancies that are decided to be filled up on the result of the examination. Due consideration shall be given to the preference exercised by the candidate at the time of application.


## **20. Suitability for Appointment:**

(1) No right to appointment to a service / post is conferred to a candidate declared as successful by the Commission as per the results of the examination, unless the Government is satisfied after enquiry as may be considered necessary that the candidate, having regard to character and antecedents and certificates produced during the course of examination for the purpose of eligibility as well as for claiming any kind of benefit for reservation and the like, is suitable in all respects for appointment to a service/ post. The decision of the Government in this regard shall be final.

(ii) No person shall be eligible for appointment to service/post-

(a) who has entered into or contracted a marriage with a person having a spouse living, or

(b) who, having a spouse living, has entered into or contracted a marriage with any other person.



Provided that, the State Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for doing so, exempt any person from the operation of this rule

## **21. Residuary Matters:**

All other matters in relation to the Sikkim Services (Combined Recruitment) Examination not specified or for which no provision has been made in these rules shall be regulated by relevant service recruitment rules to which the appointment is being made.

## **22. Interpretation:**

If any question arises as to the interpretation of these rules, the decision of the Commission thereon shall be final.

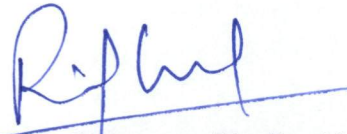
## **23. Overriding effect of Rules**

The provision of the relevant recruitment/service rules for the posts and services, shall not, save as otherwise provided in these rules, apply to cases where recruitment is made under these rules, to the extent they are inconsistent with these rules.

## **24. Power to Relax:**

Where the Government is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules

By order,



(Rinzing Chewang Bhutia, IAS)

**SECRETARY TO THE GOVERNMENT OF SIKKIM  
DEPARTMENT OF PERSONNEL**

Memo. No. 147-148/GEN/DOP

Date: 25.04.2025

Copy to:

1. Secretary, Sikkim Public Service Commission
2. Additional Secretary, Home Department, for publication in the Gazette
3. File
4. Guard file