



GOVERNMENT OF SIKKIM
DEPARTMENT OF PERSONNEL, ADMINISTRATIVE REFORMS,
TRAINING AND PUBLIC GRIEVANCES
GANGTOK-737101

No.; M(14)/133/GEN/DOP

Dated; 20/11/2018

NOTIFICATION

In supersession of Notification No. M(14)/55/GEN/DOP, dated 21/06/2018 read with Notification No. 62/GEN/DOP, dated 10/07/2018, the Governor of Sikkim has been pleased to restructure the existing reservation both Vertical and Horizontal for filling up the posts and services through direct recruitment under the State Government and Public Sector Undertakings, as under:-

1. **VERTICAL RESERVATION**

(1)	Bhutia and Lepcha	-	20%
(2)	Other Backward Classes-Central List (Dewan, Gurung, Kirat Rai, Bhujel, Sunuwar-Mukhia, Thami, Jogi, Manger, Sanyasi and Yakha)	-	20%
(3)	Other Backward Classes-State List (Bahun, Chettri, Newar and Majhi)	-	20%
(4)	Scheduled Tribes (Limboo and Tamang)	-	13%
(5)	Scheduled Castes	-	6%
(6)	Primitive Tribe	-	5%
(7)	Most Backward Classes-State List (Bhujel, Sunuwar-Mukhia, Majhi, Thami and Jogi)	-	3%
(8)	Weaker Sections of the Society (Kami, Damai, Sarki not categorized as Scheduled Castes)	-	2%

2. **HORIZONTAL RESERVATION**

(1)	Women	-	33%
(2)	Sports Persons and Artisans of Excellence	-	5%
(3)	Below Poverty Line families	-	5%
(4)	Ex-Servicemen	-	3%
(5)	Paramilitary forces and Assam Rifles	-	2%
(6)	Persons with Disabilities	-	4%
(i)	Blind and Low Vision	1%	
(ii)	Deaf and Hard Hearing	1%	
(iii)	Locomotor Disability including Cerebral Palsy, Leprosy cured, dwarfism, acid attack victims and muscular dystrophy	1%	
(iv)	Autism, intellectual disability, specific learning disability and mental illness	1%	
(v)	Multiple disabilities from amongst persons under clause (i) to (iv) including deaf-blindness		

Explanation-I; Creamy layer as notified by the Social Justice, Empowerment and Welfare Department will be applicable to Other Backward Classes (Central List), Other Backward Classes (State List) and Most Backward Classes (State List).

Explanation-II; As far as implementation is concerned, with regard to the new or revised classification for the purpose of recruitment, the action already taken pursuant to the previous notification would form part of the new/revised notification including adjustment as would be required to ensure that no category is denied any privileges.

Explanation-III; Under the revised reservation policy, the 5% reservation granted to the Primitive Tribe category is in addition to the 20% already provided to the Bhutia and Lepcha community. Similarly, the 3% reservation provided to Bhujel, Sunuwar-Mukhia, Thami and Jogi under Most Backward Classes (State List) is in addition to the 20% already provided to Other Backward Classes (Central List) and Majhi community categorized under Most Backward Classes (State List) is in addition to the 20% already provided to Other Backward Classes (State List). Considering the scheme of the policy, a person falling under the Primitive Tribe shall be entitled to avail of reservation under both Bhutia and Lepcha category as well as under the Primitive Tribe category. Likewise, Bhujel, Sunuwar-Mukhia, Thami and Jogi categorized under Most Backward Classes (State List) shall also be entitled to avail of reservation under Other Backward Classes (Central List) and Majhi Community categorized as Most Backward Classes (State List) shall also be entitled to avail of reservation under Other Backward Classes (State List).

The concept of double reservation for Most Backward Classes-State List is in the same principle as have been adopted for Primitive Tribe who are benefitting under both Primitive Tribe and under Bhutia-Lepcha categories.

By order and in the name of the Governor.

(Tenzing Gelek) IAS
COMMISSIONER-CUM-SECRETARY
DEPARTMENT OF PERSONNEL, ADMINISTRATIVE REFORMS,
TRAINING AND PUBLIC GRIEVANCES

Memo No.:445-448/GEN/DOP

Dated; 20/11/2018

Copy for information to:-

1. All Secretaries/Head of Departments,
2. Director, ATI,
3. Additional Secretary, Home Department...for publication in the Gazette,
4. Principal PS to Chief Secretary,
5. File &
6. Guard file.



GOVERNMENT OF SIKKIM
DEPARTMENT OF PERSONNEL, ADMINISTRATIVE REFORMS,
TRAINING AND PUBLIC GRIEVANCES
GANGTOK

No.; M(14)/136/GEN/DOP

Dated.; 26/11/2018

NOTIFICATION

Whereas by Notification No.; M(14)/135/GEN/DOP, dated 22/11/2018 issued in supersession of Notification No. M(14)/45/GEN/DOP-Pt.-III, dated 20/11/2014, the Governor of Sikkim is hereby pleased to provide modified Model 100 Point Roster for implementation of reservation quota in all direct recruit appointments for citizens of the State belonging to Bhutia-Lepcha, Scheduled Castes, Other Backward Classes-Central List, Other Backward Classes-State List, Scheduled Tribes, Primitive Tribe, Most Backward Classes-State List and Weaker Sections of the Society. This Scheme of reservation in job is vertical reservation;

And whereas the Governor of Sikkim has further been pleased to provide horizontal reservation of 33% in all direct recruitment for women, 4% horizontal reservation for persons with disabilities, 3% for Ex-servicemen, 5% for Sports Persons and Artisans of Excellence, 5% for Below Poverty Line families of this State and 2% for Paramilitary forces and Assam Rifles;

And whereas reservation for Bhutia-Lepcha, Scheduled Castes, Other Backward Classes-Central List, Other Backward Classes-State List, Scheduled Tribes, Primitive Tribe, Most Backward Classes-State List and Weaker Sections of the Society is called Vertical reservation and the reservation for categories such as Women, Persons with Disabilities, Ex-servicemen, Sports Persons and Artisans of Excellence, Below Poverty Line families, Paramilitary forces and Assam Rifles is called Horizontal reservation (which is also called inter-locking reservation) and the persons appointed to such categories have to be placed in the appropriate category;

Now, therefore, the Governor of Sikkim hereby fixes the following roster points for implementation of 33% reservation for women, 4% reservation for Persons with Disabilities, 3% reservation for Ex-servicemen, 5% for Sports persons and Artisans of Excellence, 5% for Below Poverty Line families of this State and 2% for Paramilitary forces and Assam Rifles in jobs in each category as follows, namely:-

1. Women.

- (i) Bhutia-Lepcha (Women)
Roster Points: 10, 19, 33, 48, 58, 73, 83, 98 = 8 points.
- (ii) ST (Women)
Roster Points: 22, 37, 65, 82 = 4 points.
- (iii) SC (Women)
Roster Points: 26, 81 = 2 points.
- (iv) OBC-CL (Women)
Roster Points: 16, 24, 34, 44, 59, 69, 84, 94 = 8 points.
- (v) OBC-SL (Women)
Roster Points: 12, 21, 35, 50, 64, 80, 90, 100 = 8 points.
- (vi) PT (Women)
Roster Points: 56, 91 = 2 points.
- (vii) MBC-SL (Women)
Roster Point: 86 = 1 point

2. Below Poverty Line (BPL).

- (i) Bhutia-Lepcha (BPL)
Roster Point: 53 = 1 point.
- (ii) ST (BPL)
Roster Point: 77 = 1 point.
- (iii) SC (BPL)
Roster Point: 66 = 1 point.

19. The proposal for direct recruitment appointment vis-a-vis vacancies from all departments have to be scrutinized first in the Department of Personnel to check the application of Roster Points and to apply these Roster Points and record them in Department of Personnel Master Roster Register. Departments shall also maintain their own Roster Register for recording vacancies before sending to Department of Personnel for the aforementioned purpose duly indicating the Roster Point to begin with and to correct them as per the list approved by Department of Personnel. In order to check whether the Roster Points are being properly observed or not, the Departments shall send a final list of candidates for approval to Government through the Department of Personnel, Administrative Reforms, Training and Public Grievances.

20. The Selection Committee for PSUs shall be as provided under Notification No: 65/GEN/Est Dated: 19/06/1981 for Departments.

21. Every appointing authority shall maintain Register of direct recruitment/ appointments of Bhutia-Lepcha, Scheduled Tribes, Scheduled Castes, Other Backward Classes-Central List, Other Backward Classes-State List, Scheduled Tribes, Primitive Tribe, Most Backward Classes-State List and Weaker Sections of the Society as per the Roster and submit Annual Statement to the Department of Personnel, Administrative Reforms, Training and Public Grievances.

Format for maintaining the Register of appointments by the individual department is enclosed at Annexure 'IV'.

By order and in the name of the Governor.

(Tenzing Gelek) IAS
~~COMMISSIONER-CUM-SECRETARY~~
DEPARTMENT OF PERSONNEL, ADMINISTRATIVE REFORMS,
TRAINING AND PUBLIC GRIEVANCES

Memo No.:461-469 /GEN/DOP

Dated; 26/11/2018

Copy for information to:-

1. All Secretaries/Head of Department,
2. Principal Secretary to the Hon'ble Chief Minister,
3. Principal Secretary, Commerce & Industries Department.....to kindly bring this to notice of all PSUs,
4. Secretary, Sikkim Public Service Commission,
5. Secretary, Social Justice, Empowerment and Welfare Department,
6. Director, Administrative Training Institute,
7. Special Secretary, Home Department for publication in the Gazette,
8. Principal PS to Chief Secretary,
9. PS to all Ministers.
10. File and
11. Guard File.

9. There will be no carrying forward of roster points reserved for Ex-servicemen, SPAE and PFAR. If sufficient number of eligible Ex-servicemen, SPAE and PFAR candidates are not available even after interexchange among BL/ST/OBC-CL/OBC-SL/SC/PT/MBC-SL/WSS, the unfilled vacancies shall be filled up by candidates belonging to the same reserved category.

10. Reservation for Ex-servicemen, SPAE and PFAR shall be computed on the basis of total number of vacancies occurring in all Group 'C' and 'D' posts as the case may be under the State Government.

The Department of Personnel shall maintain separate 100 point reservation Roster Register for the purpose of determining/ effecting reservations for Ex-servicemen, SPAE and PFAR. Separate Roster Model for Ex-servicemen, SPAE and PFAR as per Annexure I, II and III respectively is annexed herewith.

11. Application for the post shall require the candidates applying under the quota reserved for them to indicate the category to which they belong and submit relevant certificate issued by the authorized officer.

12. All direct recruitment appointment roster shall be maintained by the Sikkim Public Service Commission, Department of Personnel and respective departments for Group 'B', 'C' and 'D' posts respectively.

13. All vacancies to be filled up by direct recruitment shall be advertised for open competition indicating number(s) of posts reserved for each category or unreserved after clearance from the Department of Personnel for ensuring proper implementation of Roster System.

14. Departments/ Public Sector Undertakings shall indicate the name of the posts, scale, number of vacancies, educational and technical qualifications required for the post and examination syllabus prescribed for written test. The SPSC shall advertise for Group 'B' posts and any other post to which the SPSC are entrusted from time to time. The respective departments shall advertise the posts (outside the organized Service) other than those to be filled up through SPSC which are under their control. The concerned DPC/Selection Committee as constituted under Notification No: 65/GEN/Est. Dated: 19/06/1981 as amended from time to time shall submit its recommendation to the Head of the Department concerned duly indicating the names of candidates recommended with due regard to the number of posts reserved under various categories and the Head of the Department shall process proposals for appointment for final approval through the Department of Personnel to Chief Secretary, Minister and Chief Minister.

15. In the case of Group 'C' and 'D' posts of organized service, the concerned Selection Committee shall submit its recommendation duly keeping in view the number of posts reserved for each category of candidates similarly through the Head of the Department to the Department of Personnel, Chief Secretary, Minister and Chief Minister.

16. Departmental Promotion Committee shall first of all prepare a combined merit list of candidates on the basis of the written examination and/or interview showing their marks obtained and then prepare separate merit list of BL candidates, ST candidates, SC candidates, OBC-CL candidates, OBC-SL candidates, PT candidates, MBC-SL candidates and WSS candidates.

17. After determining the number of reserved vacancies on the basis of the roster, the names of the selected candidates both general as well as those belonging to reserved category shall be arranged in the order of their inter-se-merit in the following format:-

Merit List.	Name of Candidate.	Roster Point.	Category.
01.	02.	03.	04.

18. The reserved category candidates who are selected on their own merits without relaxed standards alongwith the candidate of other communities shall be allocated the Roster Point corresponding to the unreserved vacancy. The reserved vacancies shall be filled up separately from amongst the eligible reserved category candidates who are lower in merit than the last candidate on the merit list but found suitable for appointment.

19. The proposal for direct recruitment appointment vis-a-vis vacancies from all departments have to be scrutinized first in the Department of Personnel to check the application of Roster Points and to apply these Roster Points and record them in Department of Personnel Master Roster Register. Departments shall also maintain their own Roster Register for recording vacancies before sending to Department of Personnel for the aforementioned purpose duly indicating the Roster Point to begin with and to correct them as per the list approved by Department of Personnel. In order to check whether the Roster Points are being properly observed or not, the Departments shall send a final list of candidates for approval to Government through the Department of Personnel, Administrative Reforms, Training and Public Grievances.

20. The Selection Committee for PSUs shall be as provided under Notification No: 65/GEN/Est Dated: 19/06/1981 for Departments.

21. Every appointing authority shall maintain Register of direct recruitment/ appointments of Bhutia-Lepcha, Scheduled Tribes, Scheduled Castes, Other Backward Classes-Central List, Other Backward Classes-State List, Scheduled Tribes, Primitive Tribe, Most Backward Classes-State List and Weaker Sections of the Society as per the Roster and submit Annual Statement to the Department of Personnel, Administrative Reforms, Training and Public Grievances.

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By order and in the name of the Governor.

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Memo No.:461-469 /GEN/DOP

Dated; 26/11/2018

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2. Principal Secretary to the Hon'ble Chief Minister,
3. Principal Secretary, Commerce & Industries Department.....to kindly bring this to notice of all PSUs,
4. Secretary, Sikkim Public Service Commission,
5. Secretary, Social Justice, Empowerment and Welfare Department,
6. Director, Administrative Training Institute,
7. Special Secretary, Home Department for publication in the Gazette,
8. Principal PS to Chief Secretary,
9. PS to all Ministers.
10. File and
11. Guard File.

ROSTER MODEL FOR EX-SERVICEMEN

1st BLOCK

01	UR
02	UR
03	UR
04	UR
05	UR
06	UR
07	UR
08	UR
09	UR
10	UR
11	UR
12	UR
13	UR
14	UR
15	UR
16	UR
17	UR
18	UR
19	UR
20	UR
21	UR
22	UR
23	UR
24	UR
25	UR
26	UR
27	UR
28	UR
29	UR
30	UR
31	UR
32	UR
33	UR

2nd BLOCK

34	UR
35	UR
36	UR
37	UR
38	UR
39	UR
40	UR
41	UR
42	UR
43	UR
44	UR
45	UR
46	UR
47	UR
48	UR
49	UR
50	UR
51	UR
52	UR
53	UR
54	UR
55	UR
56	UR
57	UR
58	UR
59	UR
60	UR
61	UR
62	UR
63	UR
64	UR
65	UR
66	UR

3rd BLOCK

67	UR
68	UR
69	UR
70	UR
71	UR
72	UR
73	UR
74	UR
75	UR
76	UR
77	UR
78	UR
79	UR
80	UR
81	UR
82	UR
83	UR
84	UR
85	UR
86	UR
87	UR
88	UR
89	UR
90	UR
91	UR
92	UR
93	UR
94	UR
95	UR
96	UR
97	UR
98	UR
99	UR
100	UR

RESERVATIONS =

1st BLOCK/1st CYCLE=B/L.1st BLOCK/2nd CYCLE=ST1st BLOCK/3rd CYCLE = PT2nd BLOCK/1st CYCLE=OBC-CL 3rd BLOCK/1st CYCLE = OBC-SL2nd BLOCK/2nd CYCLE = GEN 3rd BLOCK/2nd CYCLE = SC2nd BLOCK/3rd CYCLE = MBC-SL 3rd BLOCK/3rd CYCLE = WSS

ROSTER MODEL FOR SPORTS PERSONS & ARTISANS OF EXCELLENCE

1st BLOCK		2nd BLOCK		3rd BLOCK		4th BLOCK	
01	UR	21	UR	41	UR	61	UR
02	UR	22	UR	42	UR	62	UR
03	UR	23	UR	43	UR	63	UR
04	UR	24	UR	44	UR	64	UR
05	UR	25	UR	45	UR	65	UR
06	UR	26	UR	46	UR	66	UR
07	UR	27	UR	47	UR	67	UR
08	UR	28	UR	48	UR	68	UR
09	UR	29	UR	49	UR	69	UR
10	UR	30	UR	50	UR	70	UR
11	UR	31	UR	51	UR	71	UR
12	UR	32	UR	52	UR	72	UR
13	UR	33	UR	53	UR	73	UR
14	UR	34	UR	54	UR	74	UR
15	UR	35	UR	55	UR	75	UR
16	UR	36	UR	56	UR	76	UR
17	UR	37	UR	57	UR	77	UR
18	UR	38	UR	58	UR	78	UR
19	UR	39	UR	59	UR	79	UR
20	UR	40	UR	60	UR	80	UR

5th BLOCK	
81	UR
82	UR
83	UR
84	UR
85	UR
86	UR
87	UR
88	UR
89	UR
90	UR
91	UR
92	UR
93	UR
94	UR
95	UR
96	UR
97	UR
98	UR
99	UR
100	UR

RESERVATIONS =

1st BLOCK/ 1st CYCLE = B/L
4th BLOCK/ 1st CYCLE = ST
2nd BLOCK/2nd CYCLE = PT

2nd BLOCK/ 1st CYCLE = OBC-CL
5th BLOCK/ 1st CYCLE = GEN
3rd BLOCK/2nd CYCLE = MBC-SL

3rd BLOCK/ 1st CYCLE = OBC-SL
1st BLOCK/ 2nd CYCLE = SC
4th BLOCK/2nd CYCLE = WSS

ROSTER MODEL FOR PARAMILITARY FORCES AND ASSAM RIFLES

1ST BLOCK

01	UR
02	UR
03	UR
04	UR
05	UR
06	UR
07	UR
08	UR
09	UR
10	UR
11	UR
12	UR
13	UR
14	UR
15	UR
16	UR
17	UR
18	UR
19	UR
20	UR
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22	UR
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37	UR
38	UR
39	UR
40	UR
41	UR
42	UR
43	UR
44	UR
45	UR
46	UR
47	UR
48	UR
49	UR
50	UR

2ND BLOCK

51	UR
52	UR
53	UR
54	UR
55	UR
56	UR
57	UR
58	UR
59	UR
60	UR
61	UR
62	UR
63	UR
64	UR
65	UR
66	UR
67	UR
68	UR
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83	UR
84	UR
85	UR
86	UR
87	UR
88	UR
89	UR
90	UR
91	UR
92	UR
93	UR
94	UR
95	UR
96	UR
97	UR
98	UR
99	UR
100	UR

RESERVATIONS =

1st BLOCK/1st CYCLE=B/L.2nd BLOCK/1st CYCLE=OBC-CL1st BLOCK/2nd CYCLE = OBC-SL2nd BLOCK/2nd CYCLE=ST1st BLOCK/3rd CYCLE = GEN2nd BLOCK/3rd CYCLE = SC1st BLOCK/4th CYCLE = PT2nd BLOCK/4th CYCLE = MBC-SL1st BLOCK/5th CYCLE = WSS

(To Notification No.; M(14)/136/GEN/DOP, dated; 26/11/2018)

REGISTER OF APPOINTMENT

(TO BE MAINTAINED BY THE CONCERNED DEPARTMENT)

Name of the Department ; _____

Name of the post ; _____

Pay Scale ; _____

Number of vacancies; _____

Roster point(s); _____

BREAK UP OF ROSTER POINTS

- (i) BL :
(ii) ST :
(iii) OBC-CL :
(iv) OBC-SL :
(v) SC :
(vi) UR :
(vii) PT :
(viii) MBC-SL :
(ix) WSS :

HORIZONTAL RESERVATION

- (i) PWD :
(ii) SPAE :
(iii) EX-SERVICEMEN :
(iv) WOMEN :
(v) BPL :
(vi) PFAR :

Year of recruitment	Total number of vacancies			Name of the candidates appointed	Roster point(s)	Category	Details of carried forward points		Remarks
	Carried forward	Fresh	Total				Roster point	Category	
1	2	3	4	5	6	7	8	9	10

MODEL 100-POINT ROSTER

1	UR	26	SC	51	ST	76	UR
2	BL	27	ST	52	WSS	77	ST
3	OBC-CL	28	BL	53	BL	78	BL
4	OBC-SL	29	OBC-CL	54	OBC-CL	79	OBC-CL
5	ST	30	OBC-SL	55	OBC-SL	80	OBC-SL
6	SC	31	ST	56	PT	81	SC
7	PT	32	PT	57	UR	82	ST
8	MBC-SL	33	BL	58	BL	83	BL
9	WSS	34	OBC-CL	59	OBC-CL	84	OBC-CL
10	BL	35	OBC-SL	60	OBC-SL	85	OBC-SL
11	OBC-CL	36	UR	61	UR	86	MBC-SL
12	OBC-SL	37	ST	62	BL	87	UR
13	UR	38	BL	63	OBC-CL	88	BL
14	ST	39	OBC-CL	64	OBC-SL	89	OBC-CL
15	BL	40	OBC-SL	65	ST	90	OBC-SL
16	OBC-CL	41	UR	66	SC	91	PT
17	OBC-SL	42	MBC-SL	67	UR	92	ST
18	UR	43	BL	68	BL	93	BL
19	BL	44	OBC-CL	69	OBC-CL	94	OBC-CL
20	OBC-CL	45	OBC-SL	70	OBC-SL	95	OBC-SL
21	OBC-SL	46	ST	71	PT	96	SC
22	ST	47	SC	72	ST	97	UR
23	BL	48	BL	73	BL	98	BL
24	OBC-CL	49	OBC-CL	74	OBC-CL	99	OBC-CL
25	OBC-SL	50	OBC-SL	75	OBC-SL	100	OBC-SL