



GOVERNMENT OF SIKKIM

No. 37/GEN/DOP

Dated the 24th June 2002

NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Sikkim hereby makes the following rules namely: -

1. Short title and Commencement: -

- (1) These rules may be called the Sikkim State Jail Employees (Recruitment, Promotion and Seniority) Rules, 2002.
- (2) They shall come into force on the date of their publication in the Official Gazette.
- (3) These rules shall apply to the posts specified in column 2 of schedule I of these rules.

2. Definition: -

In these rules, unless the context otherwise requires: -

- (a) "appointing authority" means –
 - (i) in relation to the posts upto and including the Sub-Jailor, the Superintendent of Jail;
 - (ii) in relation to the post of Jailor, the Home Secretary.
- (b) "Committee" means a Departmental Selection Committee constituted by the appointing authority from time to time.
- (c) "Governor" means the Governor of Sikkim.
- (d) "Jail Employees" means the Sikkim State Jail Employees.
- (e) "Schedule" means the Schedule appended to these rules.
- (f) "State" means the State of Sikkim.
- (g) "Year" means the financial year.

3. Constitution of the Service: -

There shall be constituted a Service known as the Sikkim State Jail Employees Service consisting of Followers, Warder Driver, Warders, Head Warders, Assistant Sub-Jailors, Sub-Jailor and Jailor appointed under rule 4 of these rules.

4. Method of appointment, age limit and other qualifications: -

- (1) The method of recruitment, age limit and other eligible conditions required shall be as specified in Schedule I appended to these rules.
- (2) Appointment to the posts of Followers, Warder Driver and Warders shall be made 100% by direct recruitment from open market through competitive examination to be held by the Committee. The Committee may, for the purpose of determining the ability, initiative, mental and physical fitness, hold such written and outdoor tests as it may deem fit and prepare a list of candidates in order of merit which shall be submitted to the appointing authority.
- (3) Appointment to the posts of Head Warder, Assistant Sub-Jailor and Sub-Jailor shall be made 100% by promotion by selecting from amongst the persons holding the posts of Warder / Warder Driver, Head Warders and Assistant Sub-Jailor respectively on the recommendation of the Committee. The appointment to the post of Jailor shall be made 100% by promotion from amongst the person holding the post of Sub-Jailor or on deputation from Sikkim Police if no officer is eligible. The Committee may, for the purpose of determining the suitability of persons, hold such tests as it may deem fit and prepare a list of candidates in order of merit which shall be submitted to the appointing authority.
- (4) No decision of the Committee, if approved by the appointing authority, shall be challenged merely on the grounds of any irregularity of procedure.

5. Period of probation: -

Every employee appointed under these rules, whether by promotion or by direct recruitment, shall be on probation for a period of one year:

Provided that the appointing authority may for the reasons to be recorded in writing extended the period of probation by a period not exceeding six months in case of Warder and Head Warder and one year in case of Assistant Sub-Jailor and Sub-Jailor.

6. Discharge or reversion of probationer: -

A probationer shall be liable to be discharged from the service or as the case may be, reverted to his substantive posts if: -

- (i) he fails to complete the prescribed training successfully; or
- (ii) the appointing authority is satisfied that the probationer is ineligible or unsuitable for appointment to the post; or
- (iii) he is found lacking in qualities of mind and character or in the constructive outlook and human sympathy needed in the public service; or
- (iv) he fails to comply with any of the provisions of these rules.

7. Seniority: -

The seniority of persons appointed under these rules shall be determined as per the merit list prepared by the Committee: -

Provided that where two persons have secured the same position in the written and other tests held by the Committee and were also appointed in the same rank / post on the same date, the person having higher education qualification shall rank senior and if it also happens to be same then it should be based on age. But in such cases of departmental promotion their inter-seniority shall be determined with reference to the date of their appointment in the lower grade / post and the educational qualification and age shall only be taken into consideration if there is a tie.

8. Training: -

- 1) After recruitment, a probationer shall undergo basic training for such period and in such training centre as may be decided by the appointing authority from time to time.
- 2) Persons already in service shall periodically undergo refresher course for such period of time and in such training centre as may be determined by the appointing authority.

9. Uniform and badges of rank: -

The uniforms and badges of rank for all Jail Employees shall be as per the Schedule II appended in these rules.

10. Savings: -

- (1) Nothing in these rules shall affect reservations and other concessions required to be provide for the Scheduled Castes, Scheduled Tribes, Other Backward Classes and other special categories of persons in accordance with order issued by the State Government from time to time in these regard.
- (2) Matters for which no specific provision is laid down in these rules shall be regulated by the rules generally applicable to the Government servants of equal rank and grades.

11. Power to relax.

Where the State Government is of the option that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons or posts.

12. Interpretation: -

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

R.S. BASNET.
Pr. Secretary to the Govt. of Sikkim,

Department of Personnel, Adm. Ref. and Trg.
SCHEDULE – I
[See Rule 4(1)]

POST, AGE, PAY SCALE AND QUALIFICATIONS.

Post	Existing strength	Pay scale	Age	Mode or recruitment	Probation period	Physical measurement	Educational qualification
Follower	01	3050-75-4550	18-25 years relaxable by 5 years in case of ST and SC candidates and 3 years in case of OBC candidates	100% by direct recruitment	One year	Height 5'2" Chest 34" with 2" expansion	Class IV pass
Warder Driver	08	3200-80-4800	18-25 years relaxable by 5 years in case of ST and SC candidates and 3 years in case of OBC candidate	100% by direct recruitment	One year	Height 5'2" Chest 34" with 2" expansion	Class VIII passed and holder of driving licence
Warder	69	3200-80-4800	18-25 years relaxable by 5 years in case of ST and SC candidates and 3 years in case of OBC candidate	100% by direct recruitment	One year	Height 5'2" Chest 34" with 2" expansion	Class VIII passed
Head Warder	11	4000-100-5000	Not applicable	100% by promotion	One year	Not applicable.	10 years of continuous service as Warder / Warder Driver.
Assistant Sib-Jailor	07	4200-110-6400	Not applicable	100% by promotion	One year	Not applicable	5 years of continuous service as Head Warder
Sub-Jailor	05	5000-150-8000	Not applicable	100% by promotion	One year	Not applicable	5 years of continuous service as Assistant Sub-Jailor
Jailor	02	7000-250-11500	Not applicable	100% promotion or on deputation if no officer is eligible	One year	Not applicable	6 years of continuous service as Sub-Jailor

Note: In case of woman candidate, the height shall be 5' only.

SCHEDULE – II

(See rule 9)

1. Uniforms: -

All members of Jail Employees shall wear dark green terry cotton uniforms during summer season and woolen uniforms during winter season which are stitched in pattern of Sikkim Police alongwith the following uniform articles, namely.

- (i) Green beret cap with a badge having State Emblem on the top inscription “SSJ” in the middle.
- (ii) Green lanyard on the left side.
- (iii) Black boots with black socks
- (iv) Black leather crest belt.
- (v) Shoulder badge “SSJ” on each shoulder.
- (vi) Name plate on the right chest.

2. Badges of rank: -

- (i) Warder shall wear only the above mentioned uniform articles without any badges or rank.
- (ii) Head Warders shall wear three white stripes chevron on right arm.
- (iii) Assistant Sub-Jailor shall wear one yellow star on each shoulder till such time a decision about the badges of rank is taken by the appointing authority.
- (iv) Sub-Jailor shall wear two stars as above.