



**SIKKIM STATE CIVIL SERVICE OFFICERS' ASSOCIATION (SSCSOA)**  
**Regd. No. 307/Vol. I/28/11/86**

**Minutes of the Meeting between the Executive Committee  
and SCS Officers (Batch 2024)**

**Date:** 23<sup>rd</sup> June 2026.

**Venue:** Conference Hall, Commercial Taxes Division, FRED, Deorali, Gangtok

A meeting between the Executive Committee of the Sikkim State Civil Service Officers' Association (SSCSOA) and the Under Secretaries (Batch 2024) was convened on 23 June 2026 at the Conference Hall of the Commercial Taxes Division, Deorali, Gangtok. The meeting was chaired by Shri Manoj Rai, Acting President, SSCSOA, who is also the Secretary (Commercial Taxes Division), FRED and was attended by eleven officers of the 2024 Batch along with members of the Executive Committee.

The interaction was organised with the objective of strengthening institutional engagement with the newest entrants to the State Civil Service, understanding their professional aspirations, and deliberating upon measures relating to career progression, capacity building, cadre development and overall welfare of SCS officers.

Following detailed deliberations, the Batch 2024 officers placed the following suggestions before the Executive Committee for appropriate consideration and representation before the Government:

## **1. Rationalisation of Pay Structure for State Civil Service Officers**

The members highlighted the need for a more equitable and career-sensitive pay structure for SCS officers. It was proposed that the Association pursue this matter during forthcoming deliberations on the 6th Pay Commission and other appropriate forums.

The following measures were suggested:

- i. Provision of enhanced fitment benefits during pay revision;
- ii. Grant of higher entry-stage fixation within the prescribed Pay Level instead of the baseline index;
- iii. Award of advance increments on assumption of certain level or rank as SCS officer to acknowledge increased responsibilities;
- iv. Introduction of a dedicated Administrative Special Pay for State Civil Service officers, recognising their pivotal role in policy implementation, district administration and public service delivery, on lines comparable to similar provisions available in other services like Judicial Services etc.

## 2. Institutionalised Induction Training for Newly Recruited SCS Officers

The Batch strongly recommended the establishment of a structured induction training programme for newly recruited State Civil Service officers.

The proposed programme should include:

- i. Classroom-based orientation on governance, laws and administrative procedures;
- ii. Attachments with key Government departments;
- iii. Field exposure across developmental and regulatory institutions;
- iv. Mandatory posting as **Trainee SCS Officers** under experienced mentors for a defined period.

Such a structured induction would significantly enhance administrative competence, decision-making ability and preparedness before officers assume independent executive responsibilities, they opined.

## 3. Field Posting as Block Development Officer

The members expressed their unanimous preference for initial field exposure through appointment as **Block Development Officers (BDOs)**.

It was suggested that the Association represent before the Government that BDO may be recognised as the preferred cadre posting for entry-level State Civil Service officers, considering that the assignment provides:

- Direct engagement with citizens and grassroots institutions;
- Comprehensive exposure to developmental administration;
- Practical experience in programme implementation;
- Leadership and public administration skills essential for future higher responsibilities.

## 4. Periodic Recruitment to the State Civil Service

The batch thanked and applauded the present periodic recruitment of Under Secretaries as a great initiative of *Shri Prem Singh Tamang(Golay), the Hon'ble Chief Minister and his Government*. That periodic recruitment point is unnecessary i feel coz recruitment is happening yearly now

The batch emphasised the importance of conducting recruitment to the post of Under Secretary at regular intervals. A predictable recruitment cycle would enable aspirants to prepare systematically, ensure continuity in cadre strength and facilitate long-term manpower planning within the State Civil Service.

## 5. Preparation of an Annual Association Calendar

To enhance member participation and improve advance planning, the Batch proposed that the Association publish an **Annual Activity Calendar** at the beginning of each year.

The calendar may include:

- Annual General Meeting;
- Executive Committee meetings;
- SCS Group Coordinators meetings;
- Professional development programmes;
- Social and cultural engagements;
- Sports and welfare activities; and
- Other Association initiatives.

Advance publication would enable members to synchronise their official commitments with Association activities and encourage wider participation.

The Executive Committee appreciated the thoughtful suggestions placed by the Batch and acknowledged the enthusiasm demonstrated by the newly inducted officers towards strengthening the State Civil Service fraternity.

The Acting President, Shri Manoj Rai, congratulated the Batch for achieving **100% payment of the Association's Annual Membership Subscription for 2025**, describing it as an exemplary demonstration of collective responsibility and commitment towards the Association.

It was further resolved that the Executive Committee shall continue its outreach initiative by holding similar interactive meetings with SCS officers stationed across the districts. Accordingly, the next interaction is proposed to be held with the **SCS officers** posted in **Pakyong District** during the **first week of July 2026** and also with the recently inducted **17 SCS officers (Under Secretaries-Batch 2026)** from SCS feeder cadre of Ministerial and Executive Services in the 2<sup>nd</sup> week of next month.

The meeting concluded with a vote of thanks to the Chair and the members.

Date ; 25.6.2026,Gangtok.

Sd/

Thinley Pema Chankapa, SCS  
General Secretary-SSCSOA  
Special Secretary, Department of Personnel, GoS.