**Sikkim PSC Recruitment**

**Historical Perspective**

Sikkim Public Service Commission, commonly known as SPSC is a state autonomous body commissioned and established by the Government of Sikkim. At the helm of Article 320 of the Constitution of India, it conducts Civil Services examinations and Competitive Examinations for various civil services and departmental posts under the jurisdiction of Sikkim state.

SPSC came into consideration back into May 1975. When Sikkim state was integrated with the Constitutional Provision under Article 315, the commission was constituted in 1978. During the initial periods, it did not work for four years. When the commission chairman was appointed by the state governor, it started functioning from 1982.

**Vision and Mission**

To select suitable candidates possessing the requisite educational qualifications, skills and motivation to serve the people of Sikkim for the assigned government jobs through a transparent, fair, scientific and time-bound recruitment process thereby making quality and integrity the defining characteristics of the personnel selected.

**Composition of the Commission**

The composition of the Commission had undergone changes several times since its inception. Against the number of One Chairman and two Members in 1937-1951, it was one Chairman and two/three Members in 1951-1986, one Chairman and six Members in 1986-91, one Chairman and ten Members in 1991 and lastly, by an amendment of 2005, the strength of the Commission was fixed at seven consisting of one Chairman and six Members.

**Constitutional Provision**

The Public Service Commission is a body created by the Constitution of India. The provisions relating to Public Service Commission have been laid down in Chapter-II of Part-XIV of the Constitution. The provisions in the Constitution ensure the competence of the Commission to deal with matter relating to the State Service and enable them to discharge their duties in a fair and impartial manner free from influence from any quarter.

The Chairman and Members of the Commission are appointed by the Governor of the State. The Chairman or any other Member of the Commission can hold office for a period of six years or till he/she attains the age of 62 years whichever is earlier.

**Duties and Functions**

The commission is amended to function as per the constitution of India and Union Public Service Commission which provides it the state public service commission amendments.

1. Recruitment to civil services and posts.
2. Conducting competitive examinations of registered candidates.
3. Conducting interviews of selected candidates.
4. Advising to state government on the suitability of officers for appointment on promotion.
5. Transferring the officers from one service to another.
6. Heading disciplinary cases under its jurisdiction.

**Selection for Direct Recruitment**

The selection process of Sikkim Public Service Commission starts as soon as the Commission issues advertisements as per requisition received from the concerned appointing authorities of the State Government. The selection process varies from service to service as per provision of concerned Service Rules. There are two types of selection procedures, namely:

1. Written examination followed by Interview based on syllabus recorded in the Service Rules concerned;
2. Through Interview only. (If the number of candidates is very high in comparison to the number of posts, a Screening test is conducted to minimize the number of candidates proportionately, which, of course, depends on the discretion of the Commission).

After completion of the aforesaid two selection procedures, the performances of the candidates are evaluated and recommendation list is prepared on the basis of merit and reservation rules in force and is sent to the appointing authority.