

**HIGH COURT OF SIKKIM**  
**GANGTOK**

No. **48**...../HCS

Date: **18.11.2024**

**N-O-T-I-F-I-C-A-T-I-O-N**

**Guidelines for Governing Selection of Candidates, Particularly Persons with Benchmark Disabilities(PwBDs), in the Judicial Services of the State of Sikkim**

(1) The competitive examination for direct recruitment to the various posts in the cadre of Civil Judge-cum-Judicial Magistrate and District & Sessions Judge is conducted in two stages i.e., Main Written Examination and Interview/viva-voce. To qualify for appearing in the Interview/viva-voce, the candidates shall have to secure minimum 40% marks in the Main Written Examination. However, the cut-off marks in respect of **Persons with Benchmark Disabilities(PwBD)** shall be as follows: -

<b>Category (Physically Handicapped-PH)</b>	<b>Cut-off</b>
PH-LOCOMOTOR	35
PH-LOW VISION	30
PH-LOW HEARING	30
OTHERS, i.e., PwBD CANDIDATES COVERED BY SECTION 34(1)(d) & 34(1)(e) OF THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016	32

(2) Wherever possible, it should be ensured that PwBDs are eligible for interview which would normally be 3/5 times, depending on the admissible Rules in that regard, the number of vacancies for PwBD candidates.

(3) After the interview/viva-voce, at the time of final selection, PwBD candidates who clear the minimum qualifying marks in the Interview, as may be fixed in lines with the cut-off marks for the Main Examination as above, may be recruited to the judicial service based on horizontal reservation i.e., persons with PwBD who are on their own

merit eligible for General/OBC/SC/ST/EWS seats would be counted towards the total reserved vacancies.

(4) Disability Certificate issued by a competent Medical Authority/Medical Board at any place in India shall be accepted in case of applicants/candidates with Benchmark Disabilities.

(5) In case of other category of PwBDs, the provision of scribe/reader/assistant can be allowed on production of a certificate from a competent Medical Authority/Medical Board or the Chief Medical Officer/Civil Surgeon/Medical Superintendent of a Government Health Care Institution, to the effect that the person concerned has physical limitation to write, and scribe/reader/assistant is essential to appear for such examination.

(6) In case of PwBDs in the category of blindness, locomotor disability (both arm affected BA), the facility of scribe/reader/assistant may be given, if so desired by the person.

(7) PwBDs may be permitted to opt for and engage his own scribe/reader/assistant or request the Recruitment Committee for the same. The Recruitment Committee may also identify the scribe/reader/assistant to make panels as per the requirements of the examination. In such instances the PwBD should be allowed to meet the scribe two days before the examination so that he/she gets a chance to check and verify whether the scribe is suitable or not.

(8) In case the scribe/reader/assistant is provided to the PwBD, it shall be ensured that qualification of such scribe/reader is not more than the minimum qualification criteria of the examination. However, the qualification of the scribe/reader should always be matriculate or above.

(9) In case the PwBD is allowed to bring his own scribe, the qualification of the scribe should be one step below the qualification of the former taking examination. The PwBD opting for own scribe/reader should submit details of the scribe.

(10) There should also be flexibility in accommodating any change in scribe/reader/assistant in case of emergency. The PwBD should also be allowed to take more than one scribe/reader for writing different

papers especially for languages. However, there can be only one scribe per subject.

(11) The PwBDs should be given, as far as possible, the option of choosing the mode for taking the examinations i.e., in the computer or in large print or even by recording the answers.

(12) In case the PwBDs are allowed to take examination on computer system, they should be allowed to check the computer system one day in advance so that the problems, if any, in the software/system could be rectified. Use of own computer/laptop should not be allowed for taking examination. However, enabling accessories for the computer based examinations such as keyboard, customized mouse etc. should be allowed.

(13) The procedure of availing the facility of scribe should be simplified and the necessary details should be recorded at the time of filling up of the forms. Thereafter, the Recruitment Committee should ensure availability of question papers in the format opted by the candidate as well as suitable seating arrangement for giving examination.

(14) The words "extra time or additional time" should be changed to "compensatory time" and the same should not be less than 20 minutes per hour of examination for PwBDs who are allowed use of scribe/reader/lab assistant. All PwBDs not availing the facility of scribe may be allowed additional time of minimum of one hour for examination of 3 hours duration. In case the duration of the examination is less than an hour, then the duration of additional time should be allowed on pro-rata basis. Additional time should not be less than 5 minutes and should be in the multiple of 5.

(15) The PwBDs should be allowed to use assistive devices like talking calculator (in cases where calculators are allowed for giving exams), geometry kit and augmentative communication devices like communication chart and electronic devices.

(16) Proper seating arrangement (preferably on the ground floor) should be made prior to the commencement of examination to avoid confusion or distraction during the day of the exam. The time of giving

the question papers should be marked accurately and timely supply of supplementary papers should be ensured.

(17) As far as possible, the Recruitment Committee may also provide reading materials in appropriate modes/forms/format or e-Text or on computer having suitable screen reading software for open book examination. Similarly, online examination should be in accessible format i.e., website, question papers and all other study material should be accessible as per the standards laid down in this regard.

(18) Alternative objective questions in lieu of descriptive question should be provided for Hearing-Impaired person, in addition to the existing policy of giving alternative questions in lieu of questions requiring visual inputs, for persons with Visual Impairment.

(19) As far as possible the examination for PwBDs should be held at the ground floor. The examination centres should be accessible for all persons with disabilities.

(20) These Guidelines shall come into force with immediate effect and shall be applicable in addition to the latest *Revised Guidelines for Recruitment of Judicial Officers Through Open Competitive Examination*, which are already in force.

**By order of the Hon'ble,  
the Chief Justice**

*sd/-*

**(Prajwal Khatiwada)  
Registrar General**