Department of Personnel and Administrative Reforms O.M. No.15034/2/76-Estt.(D),
dated the 15th July, 1976, to all Ministries/Departments, etc.

Subject:—Ad hoc promotions—need to ensure that they are made only in exceptional circumstances and
are not continued for inordinately long periods.

Instances have come to the notice of this Department where Ministries/Departments have made large
number of ad hoc promotions in a particular grade on long term basis against regular vacancies either because
of pending court cases or unresolved seniority disputes within the Department. As the Ministries/Departments
have made large number of ad hoc promotions in a particular grade vacancies. Resorting to ad hoc promotions/
appointments on long term basis, deprive the rightful persons for their promotions for long periods and also
tends to create a vested interest for the ad hoc promotions to continue. It is therefore, suggested that if there are
any difficulties in preparing a regular panel, they should be sorted out in inter-departmental meetings at approp-
riate levels in which, if need be, the Union Public Service Commission should also be associated. Where cases
are pending in courts, the administrative Ministries may have to move the courts to expedite the disposal. In
other words, all possible steps be taken to ensure that as far as possible no appointments are made at all except
in short-term vacancies.

2. The Ministry of Finances etc. are requested to bring this to the notice of all cadre controlling
authorities for necessary actions.