

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 along 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 along 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 appropriate 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.
