

Department of Personnel and Administrative Reforms O.M. No.36021/7/78-Estt.(SCT),  
dated the 16<sup>th</sup> April, 1979, to all Ministries/Departments, etc.

*Subject:—Ad-hoc promotion of cases of Scheduled Castes/Scheduled Tribes employees.*

The undersigned is directed to refer to the instructions issued in this Department's O.M. No. 15034/2/76-Estt. (D), dated 15th July, 1976 No. 36021/8/76-Estt. (STC), date 20-4-1978 in which the Ministries/Departments were requested to see that against long term vacancies only regular promotion were made in accordance with the Recruitment Rules, particularly in posts filled by promotion within the purview of orders regarding reservation for Scheduled Castes and Scheduled Tribes. It was also emphasised that special steps should be taken to ensure that *ad-hoc* promotion where they were inescapable, were kept to the barest minimum and that they did not continue for long periods.

2. The question of reservation in *ad-hoc* promotion was further considered at the meeting of the High Power Committee held on 20-10-1978 under the Chairmanship of the Prime Minister to review the performance in the matter of recruitment of Scheduled Castes and Scheduled Tribes in service. While noting that *ad-hoc* promotion sometimes continued for over one year and, in some cases, it was due to the non-framing of the Recruitment Rules, the Committee, desired that the delay in framing the Recruitment Rules should be eliminated. The Committee further observed that ordinarily no *ad-hoc* promotion should be made and if *ad-hoc* promotion were to be made, the claims of Scheduled Castes/Scheduled Tribes employees should also be considered therein even though no formal reservation were to be made for them. Attention is invited in this connection to Department of Personnel and A.R.'s O.M. No. 14017/17/78-Estt. (RR) dated 22-1-1978 under which various steps to prevent *ad-hoc* appointments have been suggested. While it is expected that, following these instructions, the incidence of *ad-hoc* promotion will be largely minimised, it may still, in certain very exceptional cases, be necessary to resort to such promotions. In the circumstances, where such *ad-hoc* promotions become inescapable in public interest, the claims of the officers belonging to Scheduled Castes and Scheduled Tribes who are eligible should also be duly considered along with others eligible in the field, though there is to be no formal reservation for Scheduled Castes and Scheduled Tribes in *ad-hoc* promotions.