Department of Personnel and Administrative Reforms O.M. No.36021/8/76-Estt.(SCT), dated the 20th April, 1978, to all Ministries/Departments, etc.

Subject:—Ad-hoc promotion—need to ensure that ad hoc promotions are kept to the barest minimum and are not continued for long periods.

The undersigned is directed to invite a reference to the instructions contained in this Department's O.M. No. 15034/2/76-Estt. (D), dated 15th July, 1976 in which it was stated that since resorting to ad-hoc promotion / appointments on a long-term basis deprived the rightful persons of their promotion for long period and also tended to create a vested interest for ad-hoc promotees to continue, there was need to see that if there were any difficulties in preparing a regular panel, they were sorted out in inter-departmental meetings at appropriate levels in which the Union Public Service Commission could also be associated if necessary. It was also stated that where cases were pending in Courts, the administrative Ministries might have to move the Courts to expedite the disposal. It was further emphasised that all possible steps should be taken to ensure that, as far as possible, no ad-hoc appointments were made at all, except in short-term vacancies. The above mentioned instructions are again brought to the notice of the Ministries/Departments with the request that it should be seen that against long-term vacancies only regular promotions are 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 special steps should be taken to ensure that ad-hoc promotion where they are inescapable, are kept to the barest minimum number and that they do not also continue for long periods.