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No. ABN-14017/31/81-Subt. (RR)
Government of India/Pharad Cankar
Ministry of Home Affairs/Grih Mantralaya
Department of Personnel and Administrative Reforms
(Karmik Aur Prashashnik Sughar Vibhag)

New Delhi, the 7-8-1983

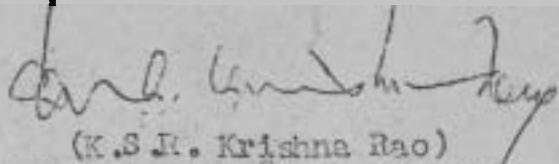
OFFICE MEMORANDUM

Subject: Eligibility of departmental officers for appointment by deputation.

The undersigned is directed to say that in accordance with the provisions of Article 309 of the Constitution, Ministries/ Departments are required to frame recruitment rules for the post/service under their administrative control. To facilitate framing of recruitment rules, this Department had issued guide lines to the Ministries/Departments vide O.M.NO.14017/2A/76-Subt.(RR) dated 22nd May, 1979. The guidelines, inter-alia, provide for various methods of recruitment to a post/service, viz., promotion/direct recruitment/deputation (short term contract)/transfer/re-employment. The percentage of vacancies to be filled by different methods depends on the nature of duties, qualifications and experience required for the post and also on the organisational structure of the division concerned. In a situation where the field of promotion consists of only one post, the method of recruitment by transfer on deputation (including short term contract)/promotion is proscribed so that the departmental officer is considered along with outsiders. If the departmental officer is selected for appointment to the post, it is treated as having been filled by promotion. Otherwise, the post is treated as filled by deputation/contract for the prescribed period. In other cases where the field of promotion is adequate i.e. there are adequate number of sanctioned posts in the feeder grade, promotion is provided as the first method or certain percentage of vacancies is earmarked for promotion and certain percentage for appointment by transfer on deputation or direct recruitment. In such cases, departmental officers in the feeder grade are considered for promotion when they are fully qualified for discharging the responsibilities of the higher post and satisfy the eligibility criteria. If the departmental officer is not considered eligible or fit for promotion, it will not be proper to consider him again for appointment by transfer on deputation. Deputation is actually an appointment outside the normal line. It has, therefore, been decided that the departmental officers in the feeder category who, according to the provisions in the notified recruitment rules, are in direct line of promotion should not be considered for appointment by ~~transfer on deputation. Similarly, the deputationists shall~~

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not be eligible for being considered for appointment by promotion. The Ministries/Departments are requested to keep this in mind while framing recruitment rules and also take necessary action to amend the existing recruitment rules to make the position clear.



(K.S.R. Krishna Rao)
Under Secretary to the Govt. of India.

tel. 373130

To

All Ministries/Departments of the Govt. of India.
Copy forwarded to:

1. The Rajya Sabha Sect^r.
2. The Lok Sabha Sect^r.
3. Union Public Service Commission.
4. All attached/subordinate offices of the Ministry of Home Affairs/Department of Personnel & A.R.