

NO. 28036/3/96-Estt(D).  
Government of India  
Ministry of Personnel, P.G. & Pensions  
(Department of Personnel & Training)

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New Delhi, the 27 Aug., 1996.

OFFICE MEMORANDUM

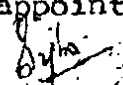
Subject:- Ad-hoc appointment on deputation terms.

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The undersigned is directed to draw the attention of the Ministries/Departments to the provisions contained in this Department's O.M.No.28036/8/87-Estt(D) dt.30.3.88 in which it was laid down that the total period for which appointment/promotion may be made on ad-hoc basis will be limited to one year. In case, there are compulsions for extending any ad-hoc appointment/promotion beyond one year, the approval of the Department of Personnel and Training may be sought at least two months in advance before the expiry of the one year period, if the approval of the Deptt. of Personnel and Training to the continuance of the ad-hoc arrangement beyond one year is not received, promotion shall automatically cease on the expiry of the one year term.

2. It is observed that many Departments are resorting to ad-hoc appointment by circulating the vacancy(s) on a limited basis for being filled on deputation and appoint an officer on ad-hoc basis on deputation terms which in many cases (Group A&B posts) involve bye-passing the UPSC on the ground that selecting an officer through the Commission is a time consuming process. Not only this, Ministries/Departments are not even taking the approval for extension of these appointments beyond one year as required under these orders by treating them as normal deputation appointment and by terming them ad-hoc appointment (on deputation terms) and refer such proposals only in 5th or 6th year for extension. This is clearly irregular and defeats the very purpose of this Department's O.M. dt.30th March, 1988, referred to above. In this connection, their attention is also drawn to the guidelines on transfer on deputation/transfer issued by the Department vide O.M.No. 2/29/91-Estt(Pay-II) dated 5.1.1994 Para 2.1 of the aforesaid O.M. clearly defines that these orders will apply only to Central Government employees regularly appointed on transfer on deputation/foreign service in accordance with the Recruitment Rules of the ex-cadre post.

3. Ministries/Departments are, therefore, requested to make a through review of all such ad-hoc appointments/ad-hoc appointments (on deputation terms) and if there are such cases which are continuing beyond one year without the approval of this Department then all such proposals should be sent for consideration to the Department of Personnel & Training with proper justification, clarifying the need for making such appointments and also the reasons that have been preventing regular appointments till now.

  
(K.K. Jha)  
Director (E)

To

All Ministries/Departments of the Government of India.