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R. K. RATH, I. A. S.
CHIEF SECRETARY AND
CHIEF DEVELOPMENT COMMISSIONER
ORISSA

TELEPHONE : Office 402300
Res. 400300
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D. O. No. 1617 /Gen.

BHUBANESWAR

Dated, the 20th January, 1992

My dear

I have been noticing that ad hoc appointments to posts which are required to be filled up in consultation with the Orissa Public Service Commission have become common practice whereas the power of Government to make such appointments has to be exercised in exceptional cases only. There is little justification in invoking this power to fill up vacancies which can be clearly foreseen. While it may be necessary to make ad hoc appointment to a newly created post which needs to be filled up immediately or to a vacancy that has arisen because of the death or resignation of the incumbent or his sudden deputation, there is little justification in resorting to it for filling up vacancies caused by retirement. Each Department has all the information it needs to find out, well in advance, the date of vacancy and should, therefore, be in a position to convene a meeting of the Departmental Promotion Committee and make a reference to the Commission. There is no justification whatever in waiting till the vacancy actually arises and in filling it up on an ad hoc basis.

2. You would also have noticed that, once an ad hoc appointment is made, the effort at making a proper reference to the Commission and obtaining its advice expeditiously is far from adequate. In the result, such appointments continue for prolonged periods, some times beyond the specified period of one year. This technical difficulty is got over by issuing a fresh order of ad hoc appointment on the expiry of the tenure of the previous appointment. This is extremely undesirable and amounts to exercise of a power that, under the rules, should be exercised in consultation with the Commission.

3. I would request you to intervene so that steps are taken in time to fill up, in consultation with the Commission, vacancies that can be clearly foreseen and the tenure of such ad hoc appointments as have inevitably to be made is not prolonged unnecessarily or artificially. I would further request you to ensure that references to the Commission are complete in all respects since, in the absence of full information, the Commission will not be able to make a recommendation. An immediate review by you will, I have no doubt, improve matters.

Yours sincerely,

[Signature]
(R.K. Rath)

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(By name)