

Copy of U.O. Circular letter No. 7516-G-54, dated 17th December, 1954, from the Chief Secretary to Government, Punjab, to all the Administrative Secretaries to Government, Punjab.

Subject:—Consultation with the Punjab Public Service Commission on the methods of recruitment to various posts under the Administrative control of Punjab Government

It has been reported by the Punjab Public Service Commission that instances are multiplying where departments of Government have first requested the Commission to advertise the posts with a view to their being filled by direct recruitment but have subsequently withdrawn the requisitions on the grounds that it had been decided to adopt an alternative method of recruitment such as promotion or transfer from another department. In one case the change in the method of recruitment was decided upon after the Commission had actually recommended certain candidates for appointment on the basis of a written test and interview. Although technically there is nothing constitutionally wrong with the adoption of such a course of action it would seem to be wrong in principle and bound to give the impression that the mode of recruitment had been changed to suit a particular person.

2. It is accordingly directed that the question as to the method of recruitment to be followed in any particular case should be carefully considered in the first instance and that once a reference has been made to the Commission to fill the post by direct recruitment, it should not be withdrawn, save for exceptional reasons. Further, in cases where in the absence of any service rules, a reference to the Commission is required, whenever it is found necessary to change the mode of recruitment the reasons justifying such a step should be fully explained to the Commission. Where, however, the service rules provide for different modes of recruitment without specifying any rotation of proportion for the adoption of each such method of recruitment if, in the opinion of Government a change in the mode of recruitment becomes quite essential, it is not necessary to furnish the reasons to the Commission for doing so.

3. It is requested that the above instructions should be carefully compiled with in future.