

Copy of Punjab Government Circular letter No. 8638-G-53/85910, dated the 28th October, 1953, from the Chief Secretary to Government, Punjab, addressed to all Heads of Departments, etc., etc.

Subject :—Consultation with the Public Service Commission in connection with officiating promotions, etc.

I am directed to invite a reference to clause (c) in regulation 5 of the Punjab and North-West Frontier Province Joint Public Service Commission (Limitation of Functions) Regulations which provides that consultation with the Commission shall not be necessary in the case of officiating promotion or transfers to any service or post when at the time of making the promotion or transfer there is reason to suppose that the officiating promotion or transfer will be for not more than six months. In other words the Commission should be consulted as soon as it becomes evident that the vacancy will last for more than six months, or immediately after six months are over. The Commission have reported that they have noticed a tendency on the part of some departments to make appointments without previous reference to the Commission even where the vacancies are known from the beginning to be likely to last for more than six months. They have further pointed out that in some cases the advice of the Commission is not sought at all, and in others after a year or so of the appointment. In cases of sudden vacancies caused by unforeseen circumstances such as the death or resignation of the previous incumbent, it may be necessary to make temporary arrangements for the carrying out of the duties of the post vacated, before approaching the Commission, but in normal cases it should be possible for the departments to anticipate their requirements well in time so as to be able to ask the Commission to make their recommendations. The appointment of an officer long before a reference is made to the Commission may create an erroneous and undesirable impression in the public mind that selection has already been made and that the advertisement is intended merely to comply with a formality. I am, therefore, to impress upon you the desirability of strict observance of the regulations and, of timely references to the Public Service Commission in matters of officiating promotions and transfer and direct recruitment.