

Copy of letter No. 36-IGS(I)-65/5977, dated the 9th March, 1965 from the Chief Secretary to Government Punjab, to all Heads of Deptt. etc. etc.

Subject :—Procedure to be followed in selection of officers/officials for promotion to higher posts—Greater emphasis on merit than on seniority.

I am directed to invite a reference to Punjab Government circular letter No. 8697-4GS-61/29364, dated the 11th August, 1961, wherein all the Departments of Government were required to lay down a standard of minimum experience required for promotion to higher post in terms of years of service in consultation with the Punjab Public Service Commission except in cases, where a reference to them is not required under regulation 5(f) of the Punjab Public Service Commission (Limitation of functions) Regulations, 1955 before referring promotion cases to the Commission.

2. It has now been reported by the Commission that in some Departments higher academic qualifications are also laid down in addition to the experience for certain technical posts under them. Quite often proposals for the prescription of such qualifications, etc. are not made separately but are referred to them simultaneously in the letter asking for their advice regarding promotion proposed by the Department. It gives the impression that this has been done so as to suit the particular officer(S). The Government agree with the Commission and desire that in future the prescription of requisite length of service experience/academic qualifications and the actual promotion cases should not only be sent separately to the Punjab Public Service Commission but the former should precede the latter reference.

3. The receipt of this letter may kindly be acknowledged.