

Copy of letter No. 7414-GIL-58/3853, dated the 14th/17th February, 1959 from the Chief Secretary to Government, Punjab to all Heads of Departments.

**Subject :—Recruitment through the Punjab Public Service Commission and the Subordinate Services Selection Board.**

I am directed to address you on the subject noted above and to say that according to sub-para I (i) of Punjab Government letter No. 1212-G-54/5973, dated the 13th February, 1954, the appointing authorities are competent to fill temporary vacancies which are not expected to last for more than three months and even permanent posts on a temporary basis for a period not exceeding three months pending reference to the Subordinate Services Selection Board. It has been brought to the notice of Government by the Board that these powers, which are intended to enable to these authorities to make immediate temporary arrangements in cases of emergency are being misused by some of them to circumvent the authorities of the Board in the matter of appointment. It is reported that the appointing authorities have adopted a practice whereby they appoint candidates of their own choice on three months basis and on the expiry of this period their services are terminated for a day or two after which they are re-employed for another term. Thus a candidate continues in service for a long time without the Board ever being consulted. This practice it is reported by the Punjab Public Service Commission is also being followed in the case of posts that fall within the jurisdiction of the Commission. Such a practice on the part of appointing authorities is undesirable and defeats the object for which the centralised system of recruitment through the Board/Commission was adopted. Government desire that this practice should be discontinued forthwith.

2. It may be pointed out that Government have more than once emphasised the desirability of carefully complying both in spirit and letter, with the rules prescribed and instructions issued by the Government from time to time on the subject of recruitment through the Board and the Commission. You are again requested to extend your complete and unreserved co-operation to the Board and Commission in your dealings with them. Government will take serious notice of any deliberate attempt to circumvent the authority of the Board/Commission or to flout Government instructions on the subject.

3. I am to request you to acknowledge receipt.