



No.SORI(S&GAD)5-41/2013
GOVERNMENT OF THE PUNJAB
SERVICES & GENERAL ADMINISTRATION
DEPARTMENT (REGULATIONS WING)

Dated Lahore, the 20th January, 2014

To

1. All the Administrative Secretaries, Government of the Punjab.
2. All the Heads of Attached Departments, Autonomous Bodies, Special Institutions, Development Authorities, etc. in Punjab.
3. All the Commissioners in the Punjab.
4. All the District Coordination Officers in the Punjab.

SUBJECT: ADHOC APPOINTMENTS

I am directed to refer to the subject noted above and to state that the Chairman PPSC in his DO letter dated 16.12.2013 addressed to the Chief Secretary has stated that government departments under rule 22 of the PCS (A&CS) Rules, 1974 read with rule 4 of the Punjab Public Service Commission (Functions) Rules, 1978 can only make recruitment on ad hoc basis for a period of one year or less after forwarding a requisition to the PPSC. The period for ad hoc appointment can also be extended only (for six months) with the approval of the Commission. It has come to the notice of the PPSC that in many cases without sending the requisition to the PPSC, the departments have started recruitment on ad hoc basis and also extend this period without approval of the Commission. This unhealthy practice of ad-hocism, discourages professionals working in Pakistan or abroad and defeats the very purpose of allocation of posts of initial recruitment through the PPSC and must be viewed with alarm.

2. The Chairman, PPSC further pointed out that the sensitive implication contained in the requirement of section 9 of PPSC Ordinance, 1978 makes it mandatory for the Commission to mention all such cases in the report to be laid before the Provincial Assembly by the Governor of the Punjab as per law. The Chairman, PPSC has desired that before the report for the

year 2013 is finalized and such deviations are mentioned therein, immediate corrective action may be taken by directing all departments to:-

- (a) Send the requisitions of unfilled posts to the Commission and stop further action regarding recruitment on ad hoc basis.
- (b) Where the ad hoc selectees have already joined, the requisition may be sent to fulfill the legal requirement, so that we may start the process to fill the posts on permanent basis.

3. The Chairman, PPSC assured that barring any delay caused by the courts' orders the Commission would send the names of the selected candidates to the departments within 90 days of the receipt of the requisition.

4. The Administrative Departments may ensure that the above instructions are strictly followed in letter and spirit.

SHAHNAZ NAWAZ

Secretary (Regulations), S&GAD

No. & DATE EVEN

A copy is forwarded for information and necessary action to:-

1. The Chairman, Punjab Public Service Commission, Lahore with reference to his DO letter No.PS/CM/PPSC/2013-15, dated 16.12.2013.
2. All Additional Secretaries, Deputy Secretaries and Section Officers in the S&GAD.
3. The Private Secretary to Chief Secretary / Additional Chief Secretary / Secretary (Services / I&C / Regulations / Archives), S&GAD.



(SYED ASHIQ HUSSAIN SHAH)

Deputy Secretary (Regulations), S&GAD