**Government of Nagaland**
**Personnel and Administrative Reforms Department**
**(Administrative Reforms Branch)**

NO.AR-8/1/75                                   Dated Kohima, the 29th August, 1986.

## OFFICE MEMORANDUM

Pursuant to this Department 's letter of even number dated 8/12/78 a question has been raised which has been under consideration to the Government as to whether officiating promotion could be regularized by the D.P.C. from the date of its sitting or from the date of the officiating promotion retrospectively or any other date in between.

After careful examination it is now decided that the effective date should be determined by the D.P.C. (both gazetted and non-gazetted) after accounting the merits of each case subject, inter-alia, to the following factors;-

(i)    Good ACRs /Vigilance clearance etc.

(ii)   Availability of clear vacancy

(iii)  Completion of qualifying length of service as provided in the Rules.

(iv)   Confirmation/ regularization of promotion in the lower grade by the DPC.

(v)    Adherence to final seniority position.

Besides, there should be no supersession and the normal rules and procedures should have been followed. If any case of supersession, however, exists the DPC should place on record its findings together with the reasons for acceptance or otherwise. The DPC may consider regularization of such cases of officiating promotion with retrospective effect done in fulfillment of the above conditions and in the interest of public service without which the official may be put into undue hardships.

The DPC should also consider all aspects of a case and set the date from which officiating promotion may be regularized and reflect it clearly in the minutes. Meanwhile, the Heads of Departments and Administrative Secretaries should ensure that promotion cases are always routed through the DPC expeditiously so that ad-hoc approach to officiating promotion is not resorted to as far as practicable.

Receipt of this office Memorandum may please be acknowledged.

**Sd/-I. LONGKUMER**
Chief Secretary to the Govt. of Nagaland.