

**Government of Nagaland  
Home Department  
Administrative Reforms (Cell) Branch**

No.AR-8/1/75

Dated Kohima, the 23<sup>rd</sup> May, 1975.

**MEMORANDUM**

**SUB:- Procedure for Ex-cadre and adhoc appointments under the Government.**

Under various circumstances ex-cadre and adhoc appointments have been made under the Government in the past. With a view to formulating a uniform policy in regard to such appointments, it has been decided that henceforth all such cases should be submitted to the Chief Secretary, for consideration.

Ex-cadre appointments should be made only in case where a post is created for a specific purpose and for a specified period only. The officer who is appointed against such ex-cadre post should not be utilized for any purpose other than the purpose for which ex-cadre post has been created. As regards ad-hoc appointment, it is impressed upon all appointing authorities that the present practice should be discontinued. Where it is found that the appointment to a post by direct recruitment through State Public Service Commission or through a Selection Board will take sufficient time and in the interest of public service the appointment is of emergent necessity, Government Departments may appoint a person on ad-hoc basis in such circumstances only.

The undersigned is therefore, directed to request all Departments of the Government/Heads of Department to comply with the above decisions of the Government in all such cases of future appointments.

The receipt of this Memorandum may kindly be acknowledged

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