

**Government of Nagaland  
Home Department  
Administrative Reforms (O&M) Branch**

No. AR-8/8/74

Dated, Kohima, the 7<sup>th</sup> July' 1976

**OFFICE MEMORANDUM**

It has come to the notice of the Governor that in some cases direct recruitment has been made without publicly inviting applications for the posts. The quota of Direct Recruitment or Departmental Promotion laid down in relevant Service Rules have also not been adhered to in the past. The Governor has, therefore, observed that any decision which violates principles of fair-play, the matter is likely to leak out and to give rise to the suspicion of favouritism, etc.

The undersigned is, therefore, directed to request all concerned that no Direct Recruitment should be made without publicly inviting applications. In exceptional circumstances only a person may be appointed to a post with prior approval of the Government. The case of an appointment of a particular individual will not fall under the category of exceptional circumstances. The need to make a departure as a matter of high public policy will be only in cases like providing employment to qualified ex-undergrounds in order to rehabilitate them.

The above instruction may please be adhered to by all Heads of Departments in making appointments to vacant posts in Government Departments/offices in future.

The receipt of this communication may please be acknowledged.

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