



NO-SO(GC-II)8-94/2024  
GOVERNMENT OF THE PUNJAB  
SPECIALIZED HEALTHCARE &  
MEDICAL EDUCATION DEPARTMENT

SECTION (GENERAL CADRE-II)

Dated: Lahore the, 23<sup>rd</sup> January, 2026

To

1. All the Vice Chancellors of Public Sector Medical University in Punjab.
2. All Principals / Deans / EDs / HOIs of Public Sector Medical Colleges / Specialized Medical Institute in Punjab.
3. The Medical Superintendent of all Public Sector Teaching Hospitals in Punjab.

Subject: **IRREGULAR APPOINTMENT OF ADHOC MEDICAL OFFICER / WOMAN MEDICAL OFFICER AS DEPUTY MEDICAL SUPERINTENDENT / ADDITIONAL MEDICAL SUPERINTENDENT**

I am directed to refer to the subject noted above and to draw your attention towards Rule 22 of Punjab Civil Servants (Appointment & Conditions of Service) Rules 1974, which states that adhoc appointment is temporary, purely a stop-gap arrangement and made otherwise pending regular appointment in accordance with the prescribed method of appointment as per relevant service rules, pending regular appointment, and is subject to revocation at any time by the Competent Authority.

2. It has been come to the notice of Competent Authority that some adhoc employees are assigned duties / working against administrative posts, on internal arrangement basis, made at the level of Head of the Institution, in contravention of the rules, ibid. Administrative posts usually involve **statutory powers, decision-making authority, or supervisory control**, which are meant to be exercised by **regularly appointed employees** and posting of an ad-hoc employee against any such position may lead to procedural and legal complication with serious implications.

3. In view of the above, I am directed to advise that all such arrangements made and posting orders **issued in respect of ad-hoc employees against the administrative posts (AMS / DMS) must be withdrawn, immediately** and no such posting order against the administrative post, be made in future.

*M. Asif Butt*  
SECTION OFFICER (GC-II)  
23/01/26

1. Director ICT Cell, SHC&ME Department.
2. PSO to Secretary, SHC&ME Department.
3. PS to Special Secretary (Operations), SHC & ME Department.
4. PA to Additional Secretary (Admin), SHC & ME Department.
5. PA to Deputy Secretary (General), SHC&ME Department.