

Det 9 of 2012

- **Assignment of duty does not give rise to any claim for appointment as it is done for administrative convenience.**
- **Respondent has the right to seek both Confidential Reports and Ad Hoc Reports for all**

In this appeal, Appellant averred that she had more than the required qualifications for the post and challenged the decision of Respondent to ask for an *ad hoc* report on candidates though it already had her last three confidential reports. She deemed that this was unfair as she never had any adverse report. Also, the duration of the interview was considered to be too brief. She laid emphasis on the fact that she had been assigned duty for a longer period than Co-Respondent.

Respondent stipulated that the selection was carried out in line with the conditions laid down in the Scheme of Service and Appellant could not rely on a longer period of assignment of duties than Co-Respondent to justify her demand. There was uniformity in the time allocated to all interviewees. Counsel for Respondent had rightly pointed out that assignment of duty cannot give rise to a claim for appointment as this is done for purely administrative convenience. As

regards the *ad hoc* report, this was perfectly in order as it was asked for all candidates.

The Tribunal has determined that Appellant has failed to prove that Respondent had not followed all proper procedures and all candidates had not been treated fairly. Upon perusal of the confidential documents shared by Respondent for the eyes of the Tribunal only, nothing amiss was detected by the Tribunal and hence the appeal was set aside.