

FAX

Prasar Bharati
(Broadcasting Corporation of India)
Directorate General: Doordarshan
(Confidential Cell)

No. A-28011/1/09-Conf.Cell/114

dated: 18.06.2009

Subject: Maintenance and preparation of Annual Performance Appraisal Reports-
Communication of all entries for fairness and transparency in public
administration.

With regard to Maintenance and preparation of Annual Performance Appraisal Reports- communication of all entries for fairness and transparency in public administration a copy of Ministry of I&B O.M. No. 14/13/2009 Admn-II dated 18 May 2009 alongwith its enclosures are forwarded herewith for taking note of such instructions/guidelines as mentioned therein for strict compliance and implementation please.

Encl: As above.

Sanjiv Verma
(Sanjiv Verma)
Dy. Director (Admn.)
Tel: 23381939

All DDGs/Heads of all Kendras/Marketing Divisions/All CEs/SEs/DMCs/ HPTs/
LPTs/PGFs/PPCs/CPC/CP&S/DD News/DCS/PEU and all officers/sections of this
Directorate.

Copy to: -

PS to GM(P), Prasar Bharati, Secretariat, 2nd Floor, P.T.I. Building, New Delhi.

For Director General

*Prasanta Jv. Samtra
EA, LPT. KORAPUT.
ID - prasanta.samtra@yaho.com.
mobile - 09438659960.*

MOST IMMEDIATE

सं/ No.- 14/13/2009 --Admn.II

भारत सरकार

GOVERNMENT OF INDIA

सूचना और प्रसारण मंत्रालय

MINISTRY OF INFORMATION & BROADCASTING

'ए' विंग, शास्त्री भवन, नई दिल्ली-110001

'A' Wing, Shastri Bhawan, New Delhi - 110001

New Delhi, dated the 18th May, 2009

OFFICE MEMORANDUM

Subject: Maintenance and preparation of Annual Performance Appraisal Reports - communication of all entries for fairness and transparency in public administration.

The undersigned is directed to refer to DoP&T's O.M. No.21011/1/2005-Estt(A)(Pt-II dated 14/5/2009 (copy enclosed) on the above subject which prescribes that the completed Annual Performance Assessment Report [APAR], including the overall grade and assessment of integrity, should be disclosed to the officer reported upon.

It is requested that all Media Units of this Ministry may please take note of these instructions /guidelines for strict compliance and are further instructed that before forwarding the duly completed Annual Performance Assessment Report (APAR) in respect of CSSS and CSS officers/officials to Admn.II Section for its retention/maintenance etc., the APAR shall be shown to the concerned officer/official reported upon and an acknowledgement certificate, as given in the **Annexure** enclosed with this O.M, to this effect may also be attached with the Report,.

Ram Phal

(Ram Phal)

Under Secretary to the Govt. of India

Tele:2338499

मि. जय प्रकाश शर्मा (प्रशा.)
डा. सं. सं. 1305/09
दिनांक 26/5

To,

All Media Units [Administration /CR Maintenance Sections]

URGENT
Sd. PS.
[Signature] 24/5/09

महानि. शक. का कार्यालय
दिनांक 20/5/09
21/5/09

मि. जय प्रकाश शर्मा (प्रशा.)
डा. सं. सं. 768
दिनांक 22/5/09

DDCAJ
Circulate to all concerned
[Signature]
21/5

[Signature]
DDA (Conf. cell)
All Media Units
Sd. [Signature]
26/5/09

पंजीकृत दस्तावेज
डा. सं. सं. 1305/09
दिनांक 26/5/09

(4)
No. 31/CS/109
25/5/09

ANNEXURE

DISCLOSURE ACKNOWLEDGEMENT

I, hereby state that my Annual Performance Assessment Report (APAR), duly completed, for the year/period, has been disclosed to me.

2. I have no representation to make against any entry/entries or overall grading given in the above Report.

Name:

Designation:

Section /Office:

Date:

No. 21011/1/2005-Estt (A) (Pt-II)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)

North Block, New Delhi, 14th May, 2009

OFFICE MEMORANDUM

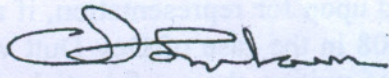
Subject:- Maintenance and preparation of Annual Performance Appraisal Reports-
communication of all entries for fairness and transparency in public
administration.

The undersigned is directed to invite the attention of the Ministries/Departments to the existing provisions in regard to preparation and maintenance of Annual Confidential Reports which inter-alia provide that only adverse remarks should be communicated to the officer reported upon for representation, if any. The Supreme Court has held in their judgement dated 12.5.2008 in the case of Dev Dutt vs Union, of India (Civil Appeal No.7631 of 2002) that the object of writing the confidential report and making entries is to give an opportunity to the public servant to improve the performance. The 2nd Administrative Reforms Commission in their 10th Report has also recommended that the performance appraisal system for all services be made more consultative and transparent on the lines of the PAR of the All India Services.

2. Keeping in view the above position, the matter regarding communication of entries in the ACRs in the case of civil services under the Government of India has been further reviewed and the undersigned is directed to convey the following decisions of the Government:-

- (i) The existing nomenclature of the Annual Confidential Report will be modified as Annual Performance Assessment Report (APAR).
- (ii) The full APAR including the overall grade and assessment of integrity shall be communicated to the concerned officer after the Report is complete with the remarks of the Reviewing Officer and the Accepting Authority wherever such system is in vogue. Where Government servant has only one supervisory level above him as in the case of personal staff attached to officers, such communication shall be made after the reporting officer has completed the performance assessment.
- (iii) The Section entrusted with the maintenance of APARs after its receipt shall disclose the same to the officer reported upon.
- (iv) The concerned officer shall be given the opportunity to make any representation against the entries and the final grading given in the Report within a period of fifteen days from the date of receipt of the entries in the APAR. The representation shall be restricted to the specific factual observations contained in the report leading to assessment of the officer in terms of attributes, work output etc. While communicating the entries, it shall be made clear that in case no representation is received within the fifteen days, it shall be deemed that he/she has no representation to make. If the concerned APAR Section does not receive any information from the concerned officer on or before fifteen days from the date of disclosure, the APAR will be treated as final.

- (v) The new system of communicating the entries in the APAR shall be made applicable prospectively only with effect from the reporting period 2008-09 which is to be initiated after 1st April 2009.
- (vi) The competent authority for considering adverse remarks under the existing instructions may consider the representation, if necessary, in consultation with the reporting and/or reviewing officer and shall decide the matter objectively based on the material placed before him within a period of thirty days from the date of receipt of the representation.
- (vii) The competent authority after due consideration may reject the representation or may accept and modify the APAR accordingly. The decision of the competent authority and the final grading shall be communicated to the officer reported upon within fifteen days of receipt of the decision of the competent authority by the concerned APAR Section.
3. All Ministries/Departments are requested to bring to the notice of all the offices under them for strict implementation of the above instructions.


(C.A. Subramanian)
Director

To

All Ministries/Departments of Government of India

Copy to:-

1. Chief Secretaries of All State Governments/U.T.s
2. The President's Secretariat, New Delhi.
3. The Prime Minister's Office, New Delhi.
4. The Cabinet Secretariat, New Delhi.
5. The Rajya Sabha Secretariat.
6. The Lok Sabha Secretariat.
7. The Comptroller and Auditor General of India, New Delhi.
8. The Union Public Service Commission, New Delhi.

Copy also to:-

- (a) All Attached offices under the Ministry of Personnel, Public Grievances and Pensions.
- (b) Establishment Officer and Secretary, ACC (10 copies).
- (c) All officers and Sections in the Department of Personnel and Training.
- (d) Secretary, Staff Side, National Council (JCM), 13-C, Ferozeshah Road, New Delhi.
- (e) All Staff Members of Departmental Council (JCM).
- (f) All Staff members of the Departmental Council (JCM), Ministry of Personnel, Public Grievances and Pensions.
- (g) NIC (DoP&T) for placing the Office Memorandum on the web-site of DoP&T.
- (h) Hindi Section for Hindi version of the O.M.